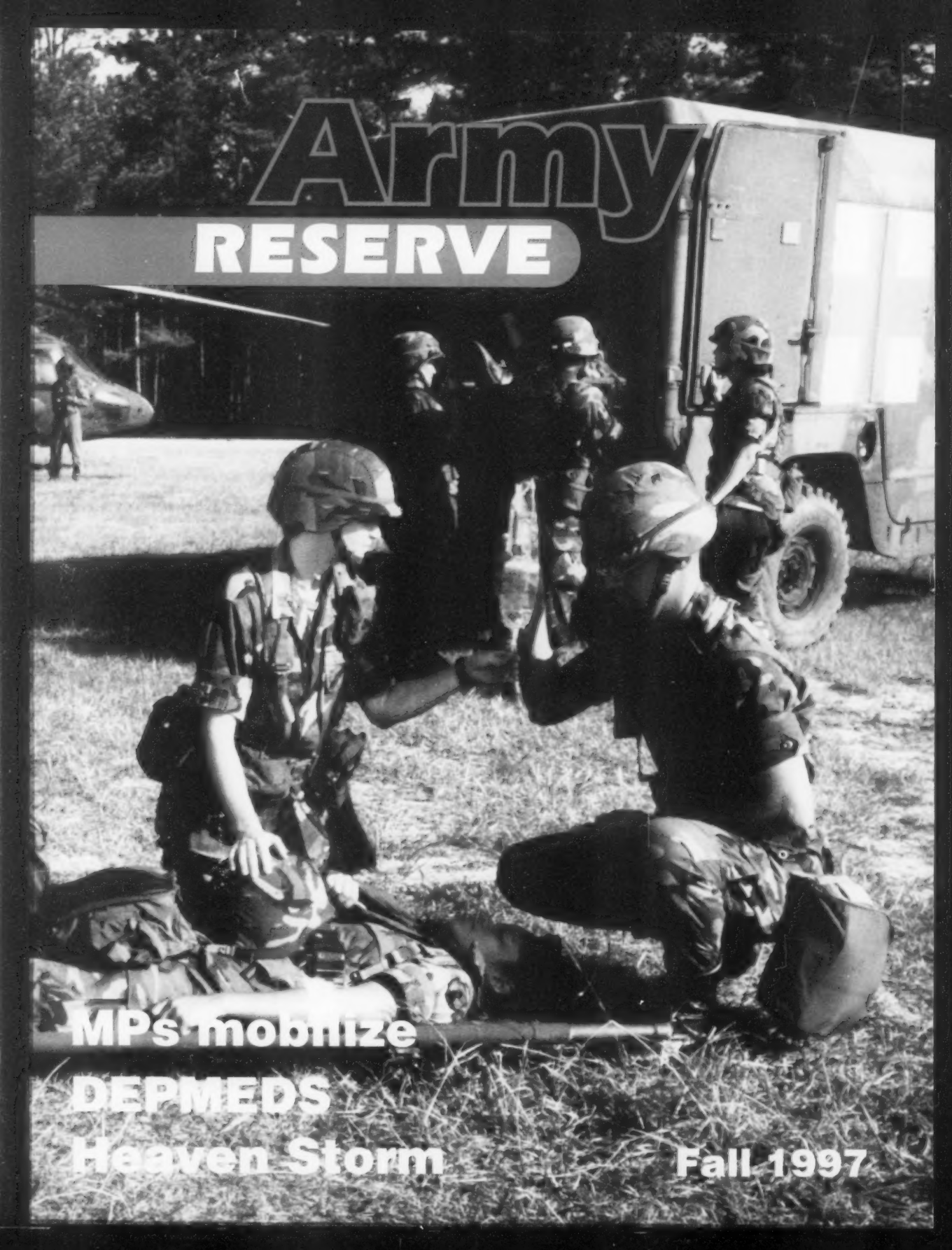
Army
RESERVE
MPs mobilize
DEPMEDS
Heaven Storm
Fall 1997

Maj. Gen. Max Baratz

From the Chief, Army Reserve

QDR validates USAR as ready, relevant

The Quadrennial Defense Review calls for modest troop cuts in the Army Reserve, reductions we can live with. What is most important about this blueprint for the Army's future is how it reaffirms Army Reserve relevance to America's National Military Strategy.

Specifically, the QDR trims 3,000 soldiers from the Army Reserve in fiscal year 2000. The Army National Guard will cut 17,000 soldiers during fiscal years 1998-2000. The active Army will trim 5,000 soldiers each year for the next three years. During fiscal years 2001-2002, the Reserve Components (Army Reserve and Army National Guard) will cut an additional 25,000 soldiers.

No final decision has been made on how to apportion the remaining 25,000 positions, other than to make the cut in fiscal years 2001-2002. The Army Reserve supports a 4,000 reduction in the USAR and a 21,000 cut in the ARNG. That allocation, based on the power-projection strategy and modernization goals of America's Army, would be sensible and fair-shared.

Between 1989 and 1998, the USAR is taking a 35 percent cut in end strength, from 319,000 to 208,000. That's comparable to the active Army's reduction of 37 percent, but far above the ARNG's losses of 20 percent. Strength cuts in the active Army and USAR were taken in line with relevance to the warfight and change in military strategy.

Army leadership has had to grapple with the dilemma of how to fiscally balance today's missions with tomorrow's modernization costs. These force reductions will free up money for needed modernization programs to take DoD into the next century and will in no way detract from our ability to carry out our missions. Modernization is vital if we are to maintain our military superiority into the future. Superior technology, quality people and ready forces are key to sustaining American leadership.

The QDR did more than shape the force. More importantly, it reaffirmed this country's need for a capable and ready Army Reserve as part of our National Military Strategy. We play a critical role in fulfilling our three-pronged defense strategy of shape, respond and prepare. We will help to shape the international security environment in ways favorable to U.S. interests, to respond effectively to the full spectrum of crises and to prepare now to meet the challenges of an uncertain future by streamlining DoD and modernizing the force.

America today cannot go to war without the Army Reserve, which provides 47 percent of the Total Army's combat service support units, and 20 percent of its combat support assets.

Recent world changes precipitated the need for a smaller Army Reserve force. But we — and the Guard — will be resourced better and be more integral to missions than ever before.

As evident by recent deployments, reliance on the Army Reserve is increasing dramatically. During Operations Desert Shield/Desert Storm, 650 USAR units and more than 86,000 Army Reserve soldiers deployed. Seventy-three percent of Reserve Component units currently supporting Operation Joint Guard in Bosnia are from the Army Reserve, now gearing up for its fourth unit rotation. Each year, about 20,000 additional Army Reserve soldiers deploy for military operations in some 50 countries worldwide.

In the future, DoD will be called upon to respond to humanitarian missions, noncombatant evacuations, minor and major conflicts, small-scale contingencies, peacekeeping and natural disasters.

And we will be there.

From the Command Sergeant Major

America's Army — no longer a concept, but reality

I recently had the privilege of visiting soldiers of America's Army in Germany, Hungary, Croatia and Bosnia. Throughout my visit I saw the results of years of hard work by our leadership to make America's Army a Total Force.

I was fortunate to address the first class of deployed Reserve Component soldiers attending NCOES in Grafenwoehr, Germany. This training could not have happened without the support of the 7th Army Training Center and the combined leadership of Operation Joint Guard. We graduated 80 deployed soldiers in PLDC, BNCOC and ANCOC, 21 coming from Bosnia.

CSM John Rucynski

In Taszar and Kaposujlak, Hungary, I observed two great communities working together for soldiers as they deploy and redeploy. In a meeting with the senior NCO leadership, I was impressed with the sense of unity. The mission, of course,was foremost in their minds. A major part of that mission was taking care of soldiers. Teamwork by these partners in America's Army was evident. I could not help being impressed by soldiers like Spc. Reiss of the 99th RSC as she guarded a checkpoint. Her attention to detail was commendable as she made it clear that proper use of seat belts was mandatory.

Throughout my trip, I visited various exchanges, MWR facilities and Red Cross stations. Each organization is doing an outstanding job providing quality of life benefits for our soldiers. In Taszar, PX Manager Mr. Bidardel made it clear his staff was there for the customer: "If you need something, let us know. We will do everything possible to get it for you."

The Red Cross made sure I knew it does a lot more than draw blood. My thanks to each organization for doing an excellent job and taking care of our soldiers. Each is truly part of the Total Army Team.

On the Sava River, I talked to some of the great soldiers of the 10th Mountain Division. 1st Sgt. Minicozzi can be proud of the job his soldiers are doing. They are no doubt among the finest America's Army has to offer — dedicated, professional and vigilant. All the soldiers of Task Force Pershing in Slavonski Brod are a triple "Hooah" in my book.

I was equally impressed as we traveled to Tuzla and Task Force Eagle. The 1st Infantry Division spearheads a peacekeeping initiative that makes me proud to wear our uniform. At the 1800 briefing, a slide depicted the 21 graduates of the NCOES courses. Maj. Gen. David Grand, commander of Task Force Eagle, immediately told the briefer that he wanted the soldiers' names. He knew the importance of this accomplishment.

I could not help being impressed by soldiers like Sgt. Noel who is the enlisted RC Liaison Officer, the pivot point for bringing together all the components. Troopers like SFC Shea of the Maine National Guard and his engineers who have built towers and bunkers for force protection. 1st Sgt. Patras of the 101st Field Artillery, Massachusetts Guard, whose radar "eyes" keep a vigilant watch over the Tuzla Valley. SSgt. Owens of the 222nd Broadcast Public Affairs Detachment, who entertained the soldiers via Armed Forces Network. Simply citizen-soldiers who answered the call to duty to work alongside their brethren in America's Army.

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Army Reserve Magazine

Since 1954, America's largest circulating military magazine

Maj. Gen. Max Baratz, Chief, USAR
Lt. Col. James Allen, Chief, Public Affairs

Capt. Cheryl Phillips, Editor-in-Chief

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FOR CHANGE OF ADDRESS, do not write the magazine. Members of Troop Program Units should notify their SIDPERS-RC clerk. Members of the Individual Ready Reserve and Individual Mobilization Augmentees should contact their Personnel Management Team at AR-PERSCOM (Prov), 9700 Page Ave., St. Louis, MO 63132-5200. AGRs should contact their PMO/PMNCO. Paid subscribers should forward their address change to the Superintendent of Documents, Attn: Mail List Branch SSOM, U.S. Government Printing Office, Washington, DC 20402. Special military distribution recipients may write the editor directly.

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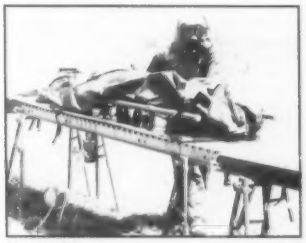
Cover. Soldiers from the 75th Combat Support Hospital, Tuscaloosa, Ala., and 369th CSH, Puerto Rico, participate in a field triage exercise at Fort Gordon, Ga., in June. (USAREC photo)



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Correction

Gerry Gilmore is the author of the article on page 28 in the Summer 1997 issue of Army Reserve Magazine.

The headline on page 13 of the same issue should have referred to the 611th QM Co.

IRR Augmentee Program

WASHINGTON — The Chief, Army Reserve, established a new program to support wartime staffing requirements. It began Oct. 1.

The Individual Ready Reserve Augmentee Program allows for IRR soldiers to be attached to specific positions documented on mobilization TDAs.

The program will be managed and executed similar to the traditional Individual Mobilization Augmentee program, except the IRR Augmentee will be attached to designated MOBTDA positions rather than assigned to them. IRR Augmentee positions are not nominative.

The new program will affect soldiers assigned to the IMA program. Many of the positions designated for IRR attachment were previously identified as IMA positions. Structure changes and downsizing of the IMA program will result in loss of IMA assets. However, converting IMA soldiers to IRR Augmentees will retain these trained personnel.

Soldiers attached to IRR Augmentee positions are part of the IRR, not the Selected Reserve.

ARPERCEN personnel managers must offer a soldier whose IMA position has been deleted and has been identified for realignment to an IRR Augmentee position an opportunity to volunteer for the IRR Augmentee Program. A voluntary move to an IRR Augmentee position will nullify a soldier's eligibility for Selected Reserve Transition Benefits. However, without volunteering to move to the IRR, soldiers may not be attached to an IRR Augmentee position. IMA soldiers may not be reassigned to an IRR Augmentee position involuntarily.

Personnel managers will try to reassign IMA soldiers in deleted positions who are not identified for realignment to IRR Augmentee positions to other positions within the Selected Reserve. Soldiers in deleted positions who decline voluntary transfer to the IRR Augmentee program will be processed per current SRTB policy.

News Update

QDR

WASHINGTON — The Quadrennial Defense Review, released in May, recommends cutting 45,000 positions from the Army Reserve and Army National Guard.

The report acknowledges the continuing need for 15 enhanced separate brigades in the National Guard, designed to reinforce active duty combat units in wartime. The review takes a hard look at National Guard divisions, which would not participate directly in major wars under existing defense plans.

The review recommends converting some National Guard combat forces to combat support and combat service support units — helping eliminate a shortage in support forces. It also would prepare the divisions for future missions; ease active duty personnel tempo in peacetime; support extended contingencies; respond to domestic emergencies.

The Army held an off-site review of QDR personnel cuts to reach consensus on recommendations briefed to the Secretary of Defense in June.

Off-site participants agreed to reduce the Army Reserve by 3,000 soldiers in Fiscal Year 2000; cut the active Army by 5,000 soldiers each year for the next three years; and reduce the Army National Guard by 5,000 soldiers in FY 1998, 5,000 soldiers in FY 1999 and 7,000 soldiers in FY 2000.

The Army's Reserve Component will be reduced by an additional 25,000 soldiers in fiscal years 2001-2002 through a process including Total Army Analysis. These reductions will be possible in part because of the implementation of a new force design called Army XXI.

The implementation of these recommendations will result in greater utility for the Army's Reserve Components and increase Reserve integration with the Active Component. The resulting force will also have greater utility for state missions such as domestic emergencies, disasters and crises.

The off-site review, held June 2-4 at Fort McNair, D.C., reconfirmed the importance of the Army's Reserve Components, as part of a balanced Total Force.

TCS shipment

As of July 3, Army Reserve soldiers on Temporary Duty orders to Europe in support of Operation Joint Guard are authorized shipment of a Temporary Change of Station weight allowance.

Soldiers on TDY orders with the ultimate destination of Hungary, Croatia or Bosnia are not authorized a TCS shipment.

A soldier's deployment/redeployment orders must include authorization for the TCS shipment. Soldiers currently deployed on TDY orders issued before July 3 must have the orders amended to authorize TCS shipment for redeployment. Soldiers who completed a TDY tour before July 3 are not eligible to apply for reimbursement of a TCS shipment paid out-of-pocket.

The TCS weight allowance is for shipment of household goods that enhance a soldier's personal comfort and well being, such as a television, stereo, microwave, reading lamp, civilian clothes and bicycle. Examples of items that cannot be shipped within the TCS weight allowance include grandfather clocks, crystal, alcoholic beverages and figurines. Soldiers may ship unauthorized items at personal expense.

The following TCS weight allowances are authorized by grade: E1 through E4 (less than 2 years of service), 225 pounds; E4 (more than 2 years of service) through E7, 400 pounds; E8 and above, warrant officers and commissioned officers, 500 pounds.

The TCS shipment will not accompany soldiers to the mobilization site.

SMC graduates

Thirty-two Reservists graduated from Class 47 of the Sergeants Major Course in late May after nine long, grueling months of course work at Fort Bliss, Texas.

Three USAR students graduated in the top 10 percent of the class: MSgt. Arden Davenport, MSgt. Stephen Kikta and MSgt Heather (Knepper) Hoipkemier.

Kikta also received his bachelor's degree while at the course. MSgt. Serena Rowan was recognized for a history report on "The Battle of Nancy," and she completed the Master Fitness Course. Hoipkemier was recognized for outstanding physical fitness. She was the top female finisher in the Bataan Memorial Death March held last April at White Sands, N.M.

Other USAR students who participated in the march were Sgt. Maj. Sammy Sablan, Sgt. Maj. Virginia Shaw, MSgt. Rosalind Jordan, MSgt. Brenda Lantrip, MSgt. Serena Rowan and MSgt. Edward Wagenaar, First Sergeants Course.

SMC enrollment

The deadline to submit the names of prospective students to Office of the Chief, Army Reserve, for the FY 1998 Sergeants Major Course is Dec. 10.

Selectees will be enrolled in the nonresident class that starts April 1, or the resident class that starts about Aug. 1.

A memorandum on the enrollment policy and procedures from OCAR has been issued to Regional Support Commands, Direct Reporting Commands, Army Reserve Commands and the U.S. Army Reserve Personnel Command.

Enrollment for the FY 98 SMC is limited to Troop Program Unit and Active Guard Reserve soldiers who have been conditionally promoted or selected by an approved alternate list. Enrollment/attendance for Individual Ready Reserve and Individual Mobilization Augmentee soldiers is limited to soldiers nominated by Commander, AR-PERSCOM.

Additional eligibility requirements are in AR 351-1, paragraph 5-22.

TPU and AGR soldiers conditionally promoted to the rank of sergeant major who have not completed the SMC or are not currently enrolled have the highest priority for enrollment and attendence. Because of limited slots, not all soldiers on an approved alternate list will be able to attend.

Selectees conditionally promoted who are subsequently denied enrollment, become an academic failure, do not meet the graduation requirement, become a "no show," or fail to enroll in the SMC within 12 months, will be reduced to the grade from which promoted.

For more information, contact MSgt. Christa Hirschi, (703) 696-6067.

MPs mobilize

ATLANTA — Army Reserve soldiers converged on Army Reserve centers in Florida, New York, Kentucky and North Carolina on Aug. 19 to begin a trek that will take them to Bosnia-Herzegovina and Hungary in support of Operation Joint Guard.

Duffel bags in hand, the 732 soldiers will form four Military Police companies. They completed preparation at their home town Army Reserve centers and then traveled to Fort Benning, Ga., where they began training Aug. 22.

At Fort Benning, these Army Reserve units started the individual and unit training that will ready them to replace active Army units currently serving in Bosnia and Hungary. Through Oct. 7 the soldiers trained on individual skills and moved to squad and platoon level operations on such tasks as running a checkpoint, conducting a convoy and other law and order functions.

After completing training at Fort Benning, they moved to the Army's Joint Readiness Training Center at Fort Polk, La. There they will conduct around-the-clock operations to prepare them for their specific missions overseas.

The following units, with number of participating personnel in parentheses, are involved: 351st MP Co., Ocala, Fla. (170); 3220th Garrison Support Unit, Det. 1, West Palm Beach, Fla. (10); 320th MP Co., Det. 1, St. Petersburg, Fla. (12); 810th MP Co., Tampa, Fla. (169); 317th MP Bn., Det. 1, Tampa, (3); 378th MP Criminal Investigation Det. 1, Louisville, Ky. (2); 423rd MP Co., Uniondale, N.Y. (183); 805th MP Co., Raleigh, N.C. (140); 535th MP Bn., Det. 1, Raleigh (2); 2125th GSU, Det. 7, Fort Bragg, N.C. (41).

The expected time for deployment of the units is mid to late October.

Since Operation Joint Endeavor/Guard began in December 1995, the Army Reserve has deployed almost 10,000 soldiers in more than 300 units to provide essential services as part of the total Army support of OJE and its follow-on, OJG.

Technical warrants

The U.S. Army Reserve needs dedicated, highly qualified and ambitious NCOs to become warrant officers.

U.S. Army Recruiting Command's proposed Fiscal Year 1998 warrant officer mission is 350. The mission in FY 1997 was 397.

Warrant officers play a significant role in the military structure. They possess special qualities such as personal and professional ethics, integrity, confidence and competence.

Throughout their careers, warrant officers gain highly specialized and progressive levels of expertise and leadership to operate, maintain, administer and manage the Army's equipment, support activities and technical systems.

Presently, the USAR Warrant Officer Recruiting Division at USAREC, Fort Knox, Ky., tracks 37 Technical Warrant Officer Recruiters throughout the United States, Puerto Rico, Guam, Hawaii and Europe. Their *one* and *only* mission is to find qualified NCOs with the appropriate feeder MOSs in Troop Program Units and assist them in preparing their warrant officer application.

TWORs are required to do warrant officer presentations at TPU level regularly. They also visit and maintain a constant rapport with the strength management office and the warrant officer mentor at major commands.

Only a Technical Warrant Officer Recruiter can process a warrant officer application. The TWOR has all the up-to-date information about Reserve TPU positions, locations, forms, regulations, etc. The TWOR is responsible for the entire process — from application to Department of the Army selection.

For more information, call the USAR Warrant Officer Recruiting Division at USAREC at commercial (800) 223-3735, Ext. 6-0432/6-0437/6-0707/6-1069; DSN 536-0432/0437/0707/1069; or e-mail biered@usarec.army.mil

90th birthday

The U.S. Army Reserve traces its founding to establishment of the Medical Reserve Corps on April 23, 1908. That means that the USAR will celebrate its 90th birthday on that same day this year. And celebrate we will!

The USAR's history is full of notable events and accomplishments, and we want to feature those during our national birthday celebration. To do that, we need Army Reservists to look through files, scrapbooks, boxes of memorabilia and libraries for:

- Medical, Officer or Enlisted Reserve Corps photos or other historical material.
- USAR unit lineage materials.
- Information on Reservists who are or have been prominent in other endeavors.
- Any other interesting or unique photos showing USAR soldiers.
- Interesting stories or anecdotes arising from USAR service — drills, annual training, mobilizations, etc.

The memorabilia will be used in an historical exhibit in the Pentagon.

Send photos and materials that fit these categories by Dec. 31 to: Office of the Chief, Army Reserve, Public Affairs Office (MAJ Jim Torgler), 2400 Army Pentagon, Washington, DC 20310-2400. Original photos may not be returned.

Call Torgler at (703) 614-7326 for more information.

VA reg change

WASHINGTON — President Clinton approved a request by Department of Veterans Affairs Secretary Jesse Brown to extend the eligibility period for compensation for Persian Gulf War veterans with undiagnosed illnesses.

Brown recommended that VA extend through Dec. 31, 2001, the period in which Gulf War Veterans' undiagnosed illnesses must become manifest in order to be presumed related to their service in the Gulf and thus qualify them for VA compensation benefits.

Of the 84,000 veterans claiming a disability related to Gulf service, about 65,000 have already been approved by VA under conventional criteria. Only 660 have been service connected to date, under the undiagnosed-illness regulation, but thousands of new claimants may become eligible as a result of the change in compensation regulations. After the regulation becomes final, about 5,000 claims that were denied because they did not meet the current two-year presumptive period will be readjudicated.

Where an illness or injury is shown by service medical records or other evidentiary standards to have occurred before discharge, a veteran of any war or peacetime era of service can be service-connected and compensated based on the degree of disability. Persian Gulf War veterans have the additional benefit covering undiagnosed illnesses.

There is no general requirement under VA regulation that a Persian Gulf veteran prove a particular exposure or cause and effect. The current regulation generally provides for compensation on the basis of symptoms alone, provided they have persisted for at least six months, cannot be attributed to a diagnosable medical condition and become at least 10 percent disabling not later than two years after the veteran left the Gulf. With this change, an undiagnosed illness that appears at any time before Dec. 31, 2001, now will be presumed to be related to service in the Persian Gulf.

The year 2001 extension will not go into effect until implementing regulations are adopted and published in the Federal Register, which is expected later this year.

For more information, call your local VA medical center or the Persian Gulf Information Helpline, (800) PGW-VETS (749-8387).

VGLI

WASHINGTON — Government life insurance coverage has changed to permit Reservists to retain coverage if they separate before a 20-year retirement or become eligible to draw retirement pay.

According to the Department of Veterans Affairs, Reserve and National Guard members can now generally apply for Veterans Group Life Insurance if they decide to separate before reaching a 20-year retirement.

The expansion of VGLI eligibility is among several insurance program changes under the Veterans Benefits Improvements Act, signed into law October 1996. Other changes include authorizing conversion of VGLI policies to commercial life insurance at any time, instead of waiting for the end of every five-year coverage period.

The legislation also eliminated the Retired Reserve Servicemen's Group Life Insurance program. Effective January 1997, policies under that program transferred under the VGLI program.

Unlike the Retired Reserve SGLI, retired Reservists can retain lifetime coverage under VGLI instead of being cut off from coverage when drawing retired pay or reaching age 61.

VGLI has a different premium schedule than Retired Reserve SGLI. Some will pay more, others less, according to Reserve officials. Changes also permit premium payment options, something not available under Retired Reserve SGLI.

Supply winners

The Army Reserve winners and runners-up of the fiscal year 1997 Chief of Staff of the Army Supply Excellence Award were announced in July:

Category A, Level I (A), MTOE Company with a property book. Winner — 1011th QM Co., Independence, Kan.

Category A, Level I (B), MTOE Company without a property book. Winner — 454th Regulating Replacement Det., Frankfurt, Germany; Runner-up — HHC, 300th Spt. Grp., Fort Lee, Va.

Category A, Level II (A), MTOE Battalion with a property book. Winner — 388th Med. Bn., Hays, Kan.

Category A, Level II (B), MTOE Battalion without a property book. Winner — HHD, 467th QM Bn., Corpus Christi, Texas

Category B, Level I (A), TDA lower level. Winner — Area Maint. Spt. Grp. #36G, North Platte, Neb.; Runner-up — 3rd Bn., 378th Regt., 2nd Bde., Norman, Okla.

3747th Tng. Bde.

GRAFENWOEHR, Germany — The 3747th Training Brigade for the first time is offering its Combined Army and Services Staff School to active Army officers.

Other courses offered include the Command and General Staff Officer Course, also open to active Army officers, the Basic and Advance NCO Courses, Primary Leadership Development Course, and Military Occupational Specialty courses for 75H and 88N. The enlisted

courses are open only to Reserve Component soldiers.

The 3747th graduated 120 soldiers during its first ceremony at Grafenwoehr's Tower Theater in July. It included graduates of PLDC, BNCOC, ANCOC, 75H and 88N courses. Some of the graduates are RC soldiers mobilized for Operation Joint Guard who have been serving in Bosnia.

A recent move to its new home here has created unit vacancies for company grade officers in any specialty, field grade officers who are CGSOC graduates to serve as instructors, senior NCOs in any specialty to serve as instructors for 88N and 96B, and soldiers in all ranks with the MOS 71L and 75H.

To apply for these positions, call the 7th ARCOM at commercial 06202-80-6546 or DSN 379-6546, or contact the 3747th at commercial 09641-83-8027, or DSN 475-8027.

All travel pay EFT

All active and Reserve soldiers who initiate travel on or after July 26 must be paid by Electronic Funds Transfer, pursuant to Public Law 104-134, the Debt Collection Improvement Act of 1996.

Travel advances and settlements will be sent to the soldier's military pay EFT account unless a separate EFT account is established by the service member. This can be done by including an SF 1199A Direct Deposit Sign-Up Form along with the travel advance request or travel settlement voucher (DD Form 1351-2).

Held Pay

The Defense Finance and Accounting Service implemented Held Pay May 27.

Any Reserve Component soldier's Electronic Funds Transfer or check that is returned to the DFAS-Indianapolis Center is placed in suspension (Held Pay status). This includes any RC pay for annual training, active duty for training, inactive duty for training, active duty special work, Reserve Officers Training Corps, mobilized active duty pay and health professional incentive pay.

The remark "HPS" will appear on the soldier's Leave and Earnings Statement to let the soldier know his or her pay is in a Held Pay status.

A Reservist's pay account in Held Pay will also affect any RC pay that is in the process of being computed. To have the pay released, Troop Program Unit and Individual Mobilization Augmentee soldiers must submit an updated SF 1199A Direct Deposit Sign-Up Form to their unit. Individual Ready Reserve or non-drilling IMAs must submit an updated SF 1199A to the U.S. Army Reserve Personnel Center Reserve Component Pay Support Office.

If a soldier lives in an area that does not have EFT capability, the soldier must submit an updated address to the unit. When the soldier's Master Military Pay Account has been updated, the soldier's pay will be released and a remark will appear on the LES.

Oldest AT photos

Many people identify annual training or "summer camp" with Reserve duty. Some soldiers have been going to AT for a long time.

We're looking for the oldest AT photos. The photos should include the unit, date, location and if possible, names of individuals photographed.

Even those groups of everybody sitting in front of a barracks will count.

Send photos by Dec. 31 to: Office of the Chief, Army Reserve, Public Affairs Office (Courtenay Welton), 1815 N. Fort Myer Dr., Rm. 203, Arlington, VA 22209. Call (703) 696-3434 for more information.

CAS3

Army Reserve captains must still complete the Combined Arms and Services Staff School to be eligible for promotion to major.

A CAS3 diploma is also mandatory for enrollment in the Command and General Staff Officer Course.

Some confusion seems to exist over the CAS3 requirement, partly because DA granted USAR captains a one-time exemption for the 1997 Army Promotion List to major. That board considered captains without CAS3 completion, partly because some could not find a school slot because of geographic location or constraints within the Army Reserve school system. Many of the funding and training problems have been resolved for the 1997-98 school year.

USAR captains branched Chaplain, Judge Advocate General and most Army Medical Department are not required to complete CAS3

1st joint center

FORT SNELLING, Minn. — Army, Navy, Air Force, Marines, Coast Guard — all were represented at the ribbon cutting ceremony for a Family Readiness Center at the 934th Airlift Wing, Air Force Reserve Command, Minneapolis, in mid May.

This is the first joint Family Readiness Center in the Department of Defense, according to Patricia Botkins, 934th Airlift Wing family readiness director.

The new center will be staffed by volunteers and provide support services to military family members of all branches and components — active duty, Reserve and Guard.

TRICARE

The monthly premium for the TRICARE Active Duty Family Member Dental Plan increased Aug. 1.

The rate for a single enrollment increased from $7.19 per month to $7.64. A family enrollment that used to cost $17.97 is now $19.09.

Active duty service members saw the premium increase reflected in their July 1997 Leave and Earnings Statement. Families who are signed up for the plan by their military sponsor on or after July 1 will be enrolled at the new rate.

Medical records

Effective June 1, all medical records of separating Reserve Component members, including those reassigned to a control group, standby Reserve or the retired Reserve, will be sent directly to the Department of Veterans Affairs.

The medical records are maintained at one of 58 regional Veterans Administration centers around the country or at the national VA Records Management Center in St. Louis.

Call (800) 827-1000 for information on your regional VA Center. You can reach the national VA Records Management Office at (314) 263-2800.

DEPMEDS — combat's modern medicine

By SSgt. Melanie Rowton

"Attention in the hospital!" is a call that most of us hear only when watching a rerun of "M.A.S.H." But now it's a common occurrence echoing throughout the tented vestibules, air-conditioned wards and box-car units of the 396th Combat Support Hospital of Vancouver and Spokane, Wash.

The unit recently conducted annual training at Oro Grande, N.M., where members put their Deployable Medical Systems — known as DEPMEDS — to the test as part of Roving Sands 97.

The MASH intercom system is just the tip of the iceberg for the technologically advanced battlefield hospital stocked with everything you would find in a state-of-the-art medical center.

It has a fully staffed and equipped pharmacy, operating room, X-ray room, intensive- and intermediate-care units, laboratory, sickcall area, dental clinic and even the latest in surgical satellite transmission, the Telemed system. Telemed allows transmission of an ongoing surgery so physicians can walk one another through unfamiliar procedures.

SSgt. Melanie Rowton

(Left to right) Capt. (Dr.) Dan Hamre is assisted by 1st Lt. John Kezzle, nurse anesthetist, and SFC Gary Rice, operating room technician, during an operation as part of their annual training at Roving Sands 97.

But the fact that doctors and nurses of the hospital do their job in the medical arena is only expected. After engineers map out their area, the unit has to map out the setup for the entire six-acre hospital that allows no room for error.

They also lay the International Standard Organization containers, set up the TEMPERs (Tent Expandable Modular Personnel, the tents and military vans that serve as storage areas and expand to connect to attaching units and tents to form the hospital) connect the vestibules (attaching hallways) to the TEMPERs, connect electricity and water to generators and then set up the lights and medical equipment. At the same time they must perform the necessary security in a field environment and "tailgate" medicine to sick soldiers waiting for assistance.

"I joined this outfit [the Army] about 12 years ago. I thought I was 'just' a nurse until we received the ISO containers and the TEMPERs, and I began training in engineering," said Capt. Kristina Stillsmoking, a surgical nurse with the 396th. "I've had training in generators and putting up ISOs and the TEMPERs and am also an expert in all of the operating room equipment and materials supply."

Stillsmoking has to connect and monitor electricity from her assigned generator to most of the operating room equipment. She has a refrigerator for blood, medication and certain solutions, a warming cabinet, autoclave for sterilizing equipment and, of course, the surgical and emergency equipment and lights.

Stillsmoking isn't alone in her cross-training as an engineer. Since her unit is composed of more than 40 percent women, they are all getting out of the ward and into the yard to set up the equipment and keep the hospital running.

The biggest challenge for the women of the 396th, though, is just reaching some of the connecting areas. "Like most women, I'm kinda short," SFC Kathleen Mayo, NCOIC of sickcall, said. "That

SSgt. Melanie Rowton

Sgt. Rodney Field, biomedicine specialist, checks a malfunctioning portable X-ray machine for shortages. He is responsible for fixing, performing safety checks and tracking every piece of equipment for the hospital.

means we go scavenging for the taller guys and gals when we literally get in over our head!"

But Mayo and Stillsmoking have enjoyed the challenge and, like most members of the 396th, love their job. "Some even commute to drill with us all the way from Canada and Arizona," Lt. Col. Keith Wetherell, chief of staff for the hospital, said. But when you see the equipment they get to "play" with, you understand why.

"I'm amazed at the design of the ISOs," Stillsmoking said. "It's like playing with huge Tinker Toys that were thought out to exactness."

She said the fact that the large ISO containers, which are similar to large matchboxes once expanded and unpacked, had several multi-purpose pieces left over. "When you 'unfold' the ISOs, the push-out sides aren't needed because the opening connects to a vestibule into the hospital's other units. The push-outs are placed on top of packing boxes and covered with sheets to make a work table.

"Some of the packing boxes are sterilized and used as sinks. If you don't need the push-outs for tables, there are also hooks on the outside of the ISOs that they hang on," she said.

Stillsmoking also pointed out the accuracy necessary when laying down the tents and buildings so they would all match up.

According to Wetherell, the ISOs had to be placed by a crane so that they would fit into the mapped out area without an inch to spare. "If they were off line, the hallways wouldn't connect," he said. "We have a staking team that maps the areas and then the ward masters guide the positioning. They are hydraulically lowered so they can be placed perfectly."

When the commander of the 70th Regional Support Command visited the unit, "he wanted to know what engineer unit set up our hospital for us. It's amazing that doctors, nurses, technicians, be they colonel or private, set up this entire area. That's part of our mission, so that's what we do," Wetherell said.

"We have additional duties in each area and teams are assigned to complete certain tasks. You'd be amazed at the talent we've found now that we need it," he said. "We have TEMPERs teams, water teams and power teams all working on the premise of 'the most knowledgeable person leads.'"

The hospital can support and sustain 300 patients within three days of arrival and 600 within six days. Wetherell said the Army was currently proposing new stretchable vestibules to allow for a little leeway in measurement. His joking response to that idea was, "We don't need no stinking leeway."

Every morning the staff sections report to the commander. The staff reports on the past day's events, the present day's expectations and the next day's plans, operations, activities and training. During the AT scenario, they must keep in mind not only hospital issues, but also the combat role they are playing as soldiers on the battlefield.

Issues such as nuclear, biological and chemical threat, number of airstrikes, expected incoming casualties, fire and threat and weather are all covered. The unit assists in air evacuations, also, so they must keep an eye on the skies morning and night.

They report on troop forces population (head count), projected reconnaissance missions, humanitarian and refugee conditions, supply and service of equipment, patient status and progress, communication problems and status, soldiers' morale and any patterns in sick-call complaints or sickness.

No one would guess these soldiers came together from two different locations, but that's also a part of their mission. "We are divided into different sections and teams that can easily detach from this unit and go to augment another hospital that needs us for a particular mission, such as lab, X-ray, etc. This means we stay ready for diverse missions anytime, anywhere and not necessarily with our own unit," Wetherell said.

(Rowton is assigned to the 70th Regional Support Command Public Affairs Office, Fort Lawton, Wash.)

THE FRONT LINE

By MSgt. Joyce Williams and Spc. Christine Lett

CAMP SANTIAGO, P.R. — For Mortuary Affairs units, the front line is the remains of soldiers who did not survive battle.

Their mission — recover the remains of fallen soldiers and prepare them for shipment or hasty burial if timely processing is not possible. The preparations includes tentative identification and decontamination of remains, and accountability for personal belongings found with bodies.

Mortuary affairs specialists make sure those soldiers get home to families and friends with the dignity of serving their country and making the ultimate sacrifice.

Heaven Storm brought together the Army's six Reserve and one active duty MA units in a two-week annual Mortuary Division joint training exercise in June.

"It's a Desert Storm/Desert Shield type scenario," 1st Lt. Scott Apgar said. He is commander of the 555th Quartermaster Platoon, a Reserve unit from Dover, Del.

Other MA units participating in the exercise were the Reserve's 551st and 331st QM Companies and 246th QM Battalion, Puerto Rico; the 630th QM Co., New Orleans; and the 54th QM Co., an active duty unit from Fort Lee, Va.

During the exercise, the mortuary affairs specialists processed soldiers and nationals who died during a fictitious war in a chemical environment. The units set up five stations — dismount, reception, wash and rinse, detection and quality control, and release.

In actual operations, mortuary affairs units are set up in areas that are shielded from view to avoid morale problems. Access is strictly limited, and no media are ever allowed near the area.

"I would have a list of people granted access to the area, and if there's a two-star general who's not on my list, then that general isn't coming in," 1st Lt. Brainard Singleton, executive officer of the 630th QM Co., New Orleans, said.

The personal articles of a deceased soldier are cataloged and strictly guarded. A mortuary affairs personnel officer contacts the soldier's unit for personnel records to determine the next of kin. Clothing is cleaned, pressed and wrapped, and cash is converted into a check made payble to next of kin. All personal effects are then shipped to them separately from the remains.

MSgt. Joyce Williams

Exercise participants check map grid coordinates before leaving on a search and recovery mission.

A new part of the mortuary affairs mission is the decontamination point. If remains and personal effects are suspected of being contaminated, they are first taken to the decon point where they are tested, and if necessary, washed in a solution that has been approved by the U.S. Center for Disease Control. Most of the units participating in Heaven Storm had never performed this new part of the mission.

To avoid contamination from the deceased, the mortuary affairs specialist wore full chemical protective gear.

As commander of the decon point, Apgar was the release authority for the deceased to be transported to the morgue.

"Once we release them, our job is done," he said. The bodies are transported to the support theater's mortuary except where transportation isn't available.

Then the bodies would be stored in refrigerated trailers, or reefers.

Mortuary affairs specialists train in gridding, search and recovery and bone identification. The soldiers also have to observe an autopsy.

A unit commander is responsible for bringing the body of a fallen soldier to an MA evacuation point. When that is not possible, the unit contacts its higher headquarters, which notifies the MA unit to send out a search and recovery team. The team is given grid coordinates to locate the remains.

During the exercise, a team from the 941st Quartermaster Company set up realistic scenarios for search and recovery teams. One scenario involved a fuel truck that had been struck by an airplane. There were 10 casualties and a report of snipers in the area. Given grid coordinates and a map of Camp Santiago, the teams, normally composed of six members, used the Global Positioning System to locate the remains within two hours.

(Williams is assigned to the 90th Regional Support Command Public Affairs Office, North Little Rock, Ark. Lett is a member of the 113th Mobile Public Affairs Detachment, Puerto Rico National Guard.)

STRANDED

Reservists submerged in their work

By 1LT Adam Hollick

Your orders have been issued. Intelligence reports that enemy ships are approaching your island airfield. They are heavily armed and ready to take the island. Your mission requires that you board a nearby RC-12G aircraft immediately and depart the island. In a matter of minutes you and your crew are airborne and on course for friendly terrain.

Just as your plane clears the island and relief enters your mind, you feel a "thump" and hear a loud explosion. An engine has been hit by enemy fire!

The pilot radios for a rescue team as your crew grabs their life jackets and prepares for impact with the water. Adrenaline fills your body with primitive emotions of survival. Determined to live, you frantically try to analyze the situation, as the aircraft descends toward the ocean.

Recently during an annual training exercise, soldiers from the 138th Military Intelligence Company (Aerial Exploitation) tried to simulate the emotions a soldier might have in this scenario.

The unit was supported by the Navy's southern most Search and Rescue Team — or SARTeam — in the search and rescue extraction training at Key West, Fla.

About 60 crew members participated in the search and rescue, water extraction training. The training began with water survival/drown proofing familiarization. About 105 soldiers went through this portion of the training in the pool at the Key West Naval Air Station. Soldiers were tested on their swimming ability, drown proofing and use of the LPU-10p life jacket. Due to the nature of the training, the strength of the ocean's current and keeping safety first, nonswimmers were identified and closely supervised. While in the pool, CWO2 Chris Derepentigny trained soldiers on how to enter a safety boat from the water.

Next, soldiers boarded two safety boats piloted by CWO3 Patrick Maroney and CWO4 Welborn Cook. The boats took the soldiers off shore and dumped them overboard in groups of four to 10 to be extracted by the Navy SARTeam. The SARTeam supported the 138th with two para-rescue swimmers and a crew flying one H3 Navy helicopter.

"The support the Navy provided us was invaluable. Without it we could not have successfully completed such realistic training," CWO2 Dennis Davis said after the exercise.

Each soldier was secured to the rescue hoist "horse collar" and raised in the air momentarily. Spc. Lisa Maidel was one of several "victims" lifted the entire length of the lifeline. "I was waiting to be lowered back in and when I looked up there were the rescuers. It didn't take long but it was a lot of fun!" she exclaimed after she arrived back aboard the safety boat.

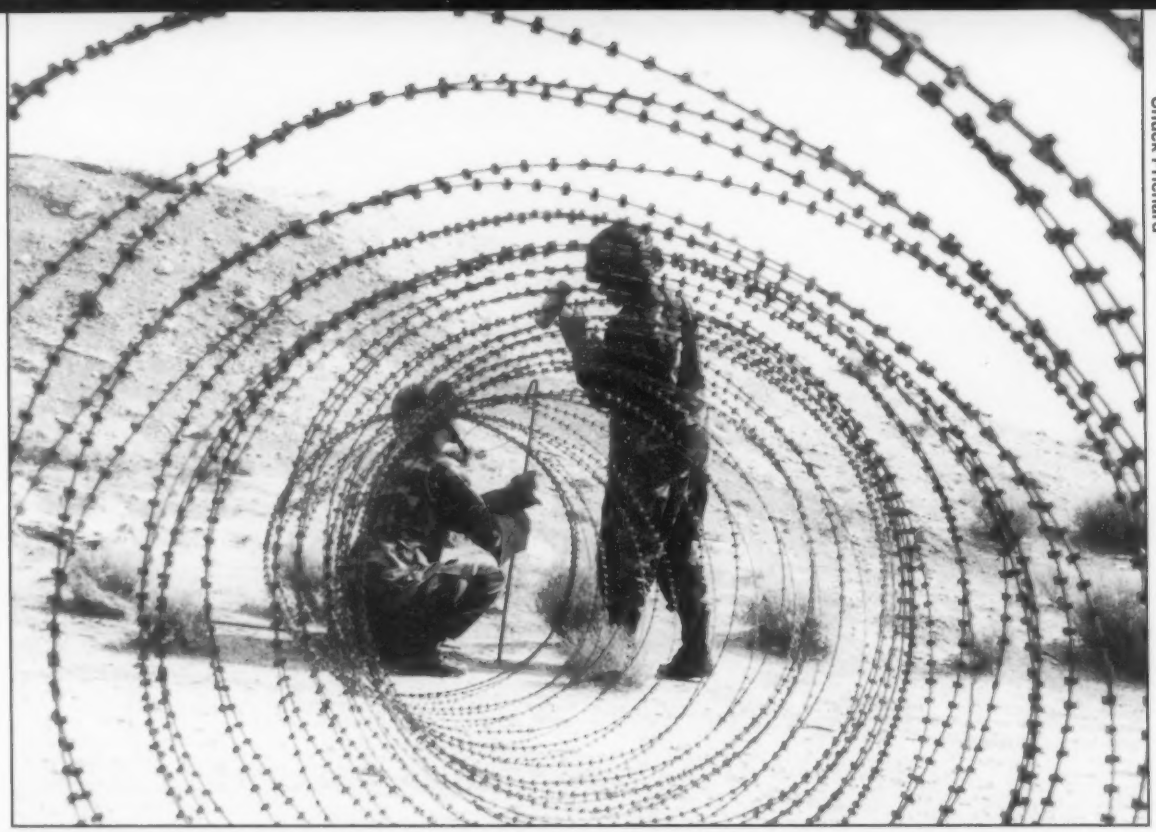
When the lift was complete, the soldiers were reinserted in the water and retrieved by unit members onboard the two boats. "Today was an excellent opportunity to provide realistic training to give crew members and pilots a bit of an idea how a real crash victim feels," Maj. John Newcomer, commander of the 138th, said.

Many soldiers were physically drained simply trying to fight the current to get back aboard the safety boats. "That was a great experience. I hope I am never stranded for real," Sgt. Melinda Camero commented at the end of the exercise.

Headquartered in Orlando, Fla., the 138th MI Co. is assigned to the 2125th Garrison Support Unit, Decatur, Ga. It will fall under the 505th MI Group, Fort Gillem, Ga., in October.

(Hollick is assigned to the 2125th GSU Public Affairs Office.)

USAR photo



Chuck Prichard

Spc. Stacey Callas holds a stake for Spc. Theresa Timmons to pound as they install concertina wire across the entrance to the 460th Chemical Brigade's tactical operations center.

Chemical units ford through new missions

By Chuck Prichard

SSgt. Henry Williams stood on the back of his HMMWV and watched intently as the vehicle's smoke generator spewed a thick, white plume into the already cloudy early morning sky of the New Mexico desert.

"We may not have done it exactly right, but it's smoking," Williams shouted above the whir of the generator. "I guess that's not too bad for the first time."

Williams' reaction was exactly what organizers of Rio Bravo 97-2 were hoping for. Billed as the largest military chemical exercise ever held in the world, Rio Bravo was designed to give many Reservists assigned to chemical units their first taste of new mission requirements.

Under the old force structure, chemical units used to be "pure." Their sole functions were either smoke generation, decontamination or reconnoiter. But this year, many units converted to a dual-purpose mission, responsible for both smoke generation and decontamination, Col. Glenn Eddins, executive officer of the 460th Chemical Brigade, said. The North Little Rock, Ark., headquarters was in charge of running the exercise during the first two weeks in June.

"Now, all of a sudden you've got units that know how to do only half of their mission," Eddins said. "With anything new, you have to crawl before you walk and walk before you run. This is definitely a crawl stage exercise for most of these units."

To keep the 24 participating chemical units busy, the 460th scripted several scenarios that allowed the more than 1,000 chemical soldiers to acquire and practice new skills. From a tactical operations center located near White Sands Missile Range, N.M., the 460th sent out mission orders to the subordinate units that sent them scurrying across the desert.

In a typical day during the exercise, a unit could get a call in the morning to provide a smoke screen for a notional road repair crew and later that afternoon be ordered a few kilometers away to set up a decontamination site for a group of vehicles.

As a member of the 340th Chemical Company, located in Houston, Texas, Williams was used to performing decon missions. The unit's first call to lay a smoke screen was a strange experience for him.

"When all we did was decon, we knew just what to do because we have done it so long. Now that we are doing the smoke, there's a whole lot of other stuff we have to know. We'll eventually get it all together, but it's going to take some time," Williams said.

When radio reports came to the TOC that a unit couldn't perform its decon mission because members forgot to take a cable needed to run the M-17 decon device, Eddins repeated his familiar refrain. "Remember, it's a crawl stage exercise. Just make sure the (observer controller) emphasizes that they need to

To next page ▶

Staff shatters admissions record

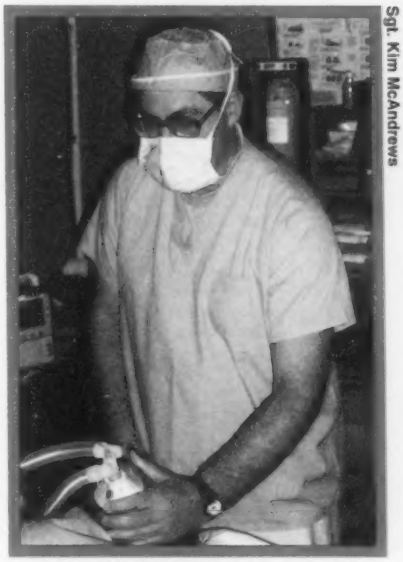
By Sgt. Kim McAndrews

GUARDIAN BASE, Bosnia-Herzegovina — When Sgt. Lauren Smith reenlisted in January, she admitted that mobilization was in the back of her mind. But just one month later, when she was given the choice of whether she wanted to go to Bosnia or not, the Reserve operating room technician declined. She had just started a new job as a retail manager for a clothing store and did not want to leave her job.

Just two days later her choice was immaterial. Her unit, the 405th Combat Support Hospital, West Hartford, Conn., was selected to serve as the first Army Reserve medical unit in Bosnia-Herzegovina. She confesses that she went through a period of denial, but was pleasantly surprised by the living conditions and the welcome her unit received from the 21st CSH, the active duty unit they replaced.

The 405th CSH is the only hospital supporting all NATO/UN forces in the American sector of Bosnia. Comprised of 63 soldiers, the unit provides trauma, preventive and routine care.

One year before deployment, the 405th was designated as a top priority unit, or a Force Support Package Tier 1 Unit. It was one of only five Army Reserve combat support hospitals to receive this designation. Commander Col. Rolf Knoll says his unit got the job in Bosnia because of the extremely high readiness rating the 405th received during Roving Sands '96 in New Mexico. During the exercise, the unit supported 15,000 troops, including German and NATO forces.



Sgt. Kim McAndrews

Lt. Col. Richard Krajewski, nurse anesthetist, gives oxygen to a patient during a simulation.

This Reserve medical unit is ranked No. 1 in the nation as far as readiness, according to Knoll, and his troops proved that on the second day they took over that hospital. In that one day alone, personnel admitted 12 patients and treated another 54 as outpatients. Those numbers were higher than any one day during the entire second rotation.

Not only did the 405th break the record for the number of patients treated in a day, the unit did it with one-third less personnel. The prior active duty unit had about 96 soldiers serving in the CSH, whereas the 405th only has 63, Knoll said. He admits a larger staff would be better, but he has the utmost confidence in his crew — and with good reason. The average years of experience among the eight physicians assigned to the hospital is 12, which is eight more years for physicians in the average military hospital.

While doctors and nurses often get the glory, the hospital cannot function without support people. One is SSgt. Daniel Bulmer. The medical supply sergeant ensures the hospital gets all the medical supplies needed — from Band-Aids to narcotics. Bulmer knows that his colleagues cannot complete their job without him. Teamwork is what keeps the hospital operating smoothly 24 hours a day, seven days a week, Bulmer says.

This cohesive bond runs from the command staff all the way down to the privates, 1st Sgt. John Botti says. The commander is a good example of this, he adds. As a civilian doctor who specializes in internal medicine, the commander is also scheduled to wok as the inpatient doctor on the ward.

After about a month on the job, Smith says she is adjusting. "At first you feel displaced. You pack your whole life into four bags and allow someone else to take care of 99 percent of your life. It simply takes awhile to find out what role you play professionally and personally." Smith has learned to fill the voids in her life by developing a network of friends.

(McAndrews is assigned to the 5115th Garrison Support Unit, Baltimore, and is currently mobilized for OJG.)

▼ *From previous page*

take all of their equipment out next time," he instructed the radio operator.

The units lived up to 460th Chemical Brigade commander Col. Thomas Anderson's expectations. "They'll get better as the exercise goes along. By the time they leave here, they will be much more knowledgeable than when we started."

Sgt. Maj. Tom Broom, NCOIC of the exercise's observer controller team, agreed with Anderson's assessment of the first day's training. "People are making mistakes, but they are learning from those mistakes. That's obvious to me when I walk away from giving my critique at the end of a scenario and I hear the leader say, 'OK, here's what we are going to do differently next time,'" Broom said.

Reservists weren't the only soldiers who benefited from the training. Sgt. Richard Fiesel, an active duty soldier assigned to the 1st Special Forces Group, located at Fort Lewis, Wash., learned much about his Reserve Component counterparts while working as part of the observer controller team. "I must say that I am really impressed with the caliber of the soldiers and the training I have seen here," he said.

(Prichard works for the 90th Regional Support Command Public Affairs Office, North Little Rock, Ark.)

COMMUNITY SERVICE LEA CAMP

By Lt. Col. Mark Bowen

Laura Farpour

SFC Ethel Demby (left) extends a hand to Nadia Cantaneda from Los Angeles' Locke Academy as Sgt. Earl Rodriquez helps steady her on a log walk exercise.

BETHLEHEM, Pa. — Eighty U.S. Army Reserve soldiers from the 2122nd Garrison Support Unit left behind all their tactical gear for this year's annual training. From July 20 through Aug. 2 there were no target ranges, no field duties, no heavy equipment to haul.

Instead, the Baltimore-based garrison set up bivouac on the campus of Lehigh University here to conduct a Community Service Leadership Camp. Their target was 169 youth, ages 14 to 16, from 23 Junior Reserve Officers Training Corps career academies across the United States. Their duties were to teach the youth how to design and carry out community service projects. Their equipment was the military and civilian skills it takes to run an installation and train people to a common goal.

Much of the course curriculum was designed by the Virginia-based Communities in Schools, Inc. Their experience in what it takes to put together a community service project was invaluable to the military and civilian staff who conducted the training.

Communities in Schools is a nonprofit organization that specializes in stay-in-school programs, community involvement, and local legislation and resources to support youth projects. The group focuses on providing youth with a "safety net" against *disconnection* from society — symptoms of which often show up in substance abuse, poverty, high drop-out rates and illiteracy.

SFC Ethel Demby, Delta platoon sergeant, offered this analysis: "I see three things that made this camp a tremendous success: The university environment which inspired stay-in-school and higher learning; the military with its emphasis on self-discipline and positive role models; and the community, represented by the adult leaders who will serve as conduits for the youths' new skills back into their hometowns."

The youth received training in math, science, technology, substance abuse prevention, physical fitness and problem solving. The Reserve soldiers supervised field trips, recreation and social interaction, group projects and a leadership reaction course to help build focus, cohesion and teamwork among students.

Sgt. April Wells, a squad leader mentoring 11 youth, said this camp was her first experience in leading people through a structured program. "The mere fact I had some input into their lives makes this a success for me. I'd love to hear six months from now just what the kids did with what we gave them," she said.

Aside from the great personal satisfaction she gained, Wells concedes that her military skills are much sharper and she is much better prepared to take on other military leadership missions in the future.

Every aspect of the program emphasized personal skills, team building, citizenship and leadership. "The military's record in seeing that people of various backgrounds come together and are motivated to help each other turned out to be a real plus for this leadership camp," Wells said.

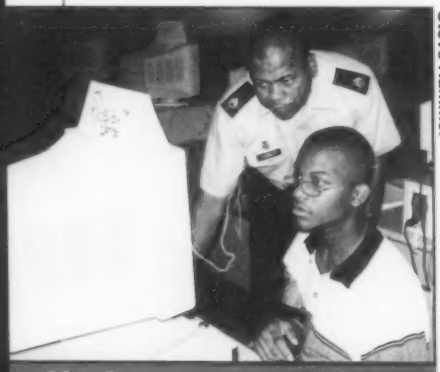
SSgt. Terry Pittman, a former drill sergeant, said, "This is not a boot camp, but military marching is still the best way to move large numbers of people to where they need to be, with control, and on time."

She emphasized that the NCO corps exists to give "purpose, motivation and direction," and those traits helped keep the civilian youth focused on the community service leadership skills they were learning.

The military also benefited from this project through Innovative Readiness Training. IRT provides realistic, hands-on training for Reserve soldiers, using individual career specialties, building morale and spotlighting responsive military capabilities. At the same time, the IRT was designed specifically to use military training, resources and people to "give back to the community."

A garrison support unit such as the 2122nd may be ordered to a mobilization station to deploy troops to a theater of operation. It may be deployed to peace

Steve Hammer



SSgt. Dennis Lambert gives computer tips to Roosevelt Watt II, from Detroit's Charles Rogers Academy.

enforcement duties such as in the former Republic of Yugoslavia. In any of the scenarios, logistics, security, administration, civil affairs, military police operations, communications and so forth are critical skills a garrison needs to carry out its mission.

The Community Service Leadership Camp gave the garrison the chance to train and test all of these diverse skills. While the camp focuses heavily on providing students with a structured educational environment that gave skills and motivation to improve themselves, their schools and their communities, there was clearly a reciprocal benefit to the military in terms of readiness and training value.

Spc. Earl Watson said, "In my unit I am a training specialist. Instead of just posting training records, this camp gave me the opportunity to create records from scratch, track progress from start to finish and come up with an evaluation of how well we did.

"This camp has really helped with my interpersonal skills, helped me with training plans and rehearsals and let me do something I really love — coach kids to be what they can be," Watson continued.

"This is a win-win situation for everyone involved," Lt. Col. Leonard Williams, camp commander and commander of the 2122nd, said. "America's youth acquired skills they didn't have before; they learned to organize and bond to a common cause. Communities nationwide will benefit from volunteer service projects. And the military got meaningful training opportunities.

"The American taxpayers — and I am one — get quadruple value for their dollars out of programs such as this," he said.

The Community Service Leadership Camp was developed and directed by the Assistant Secretary of the Army for Manpower and Reserve Affairs. Although it predated the Presidential Summit on Youth and Volunteerism, its focus is consistent with the "giving back to the community" theme established during the Philadelphia proceedings. Of the 23 cities represented at the camp, 22 of them participated in the April summit.

(Bowen is the 2122nd GSU's public affairs officer.)

Spc. Roger RyDell Daniels

Sgt. Aubry Williams descends a wall on the leadership reaction course.

2125th GSU Building cohesion

By Spc. Roger RyDell Daniels

About 40 Reservists from the 2125th Garrison Support Unit joined their detachment at Fort Bragg, N.C., to complete two weeks of annual training April 26 to May 9.

Headquartered in Decatur, Ga., the 2125th is a unique unit whose mission is to support installation base operations at Fort Bragg. The unit provides administration, intelligence, operation, management, personnel processing, medical evaluation, legal and logistics support; and helps the installation ensure smooth, rapid mobilization and deployment of active and Reserve component units to overseas theaters during contingencies.

Unit soldiers worked at different sections and companies throughout the XVIII Airborne Corps headquarters, including finance, public affairs and the 1112th Signal Battalion. Other soldiers were assigned to the 16th Military Police Brigade.

"Being a Reservist working the road, people are going to ask, 'Who are those MPs?'" SSgt. Jerome Carr, MP detachment sergeant for the 2125th, said. "The active duty MPs have treated us ... just like we're part of them. Sooner or later people are going to notice. Right now we're wearing the same beret and arm patch, but we're going to switch to the (2125th) dragon arm patch."

After AT, the 2125th permanently supports the 16th MP Bde. by providing soldiers two weekends per month in addition to regular drills.

Carr said about 60 percent of the Reservists in the MP detachment actually work in law enforcement. During this AT, Reserve MPs rode with active duty MPs and learned about traffic enforcement, crime investigations, Special Reaction Team duties and K9 units.

Unit members also reinforced their combat readiness skills and measured their stamina.

"I love this game," SSgt. Juan Gonzalez, training NCO, said at the Leadership Reaction Course, a team-building exercise. "I've been saying that as a way to motivate everybody. This is a course that requires you to think together and to find the solution."

1st Sgt. James Allen said AT gave him a chance to observe troops, and the unit a chance to build cohesiveness.

"Everybody was saying what they couldn't do, but they came out here and did those things anyway, like the 6- and 8-mile road marches," Allen said. "It was interesting to see what we could do as a unit.

"One of the goals of the Reserve is to move from our home station to our wartime mission. Being here gives us a chance to see our wartime location. I had soldiers do some things I didn't know they could do and we did things that we wouldn't normally be able to do like jumping from a helicopter and qualifying on the 9mm range," he said.

Sgt. Vincent White did both.

"Rappelling was fun. It's something that a lot of soldiers don't get the chance to do," White said. "All the training was good ... but my favorite was qualifying on the 9mm range. That was the best training I've had since being in the Army."

(Daniels is assigned to the 2125th GSU Public Affairs Office.)

Joint Reserve exercise

Top training at bargain price

By David Kashimba

On a Saturday in April, several Army and Navy Reserve and National Guard units participated in a Deployment Exercise, or DEPEX, at Fleet and Industrial Supply Center, Oakland, Calif.

This no-cost ship-loading exercise was possible in part because the U.S. Maritime Administration, known as MARAD, was able to offer its ship "Admiral Callaghan" for free and participating units drove their own cargo to the site.

"The seed for this and future deployment exercises was planted about two years ago," Lt. Col. Tom Parker, assistant chief of staff for plans at Military Traffic Management Command Western Area, Oakland, said. "At that time, we were looking for ways to reduce the costs associated with the FORSCOM-sponsored Sealift Emergency Deployment Readiness Exercises.

"Also, since many of the exercises and deployments Western Area supports flowed into and through the Port of Beaumont, our Reserve transportation terminal brigades/battalions at other ports were not getting the training opportunities needed to hone their go-to-war skills."

Herman Mitchell, recently retired chief of the Reserve Affairs Division, and Thomas Lawson, chief of the Exercise Division, began to investigate ways to expand actual ship-loading training opportunities throughout the command and do so in a way which would keep costs to a minimum.

"The DEPEXs which evolved from those initial brainstorming sessions were the result of extensive coordination and a cooperative effort among Western Area, our Reserve units, who in turn made contact with other Reserve units in their respective areas, military and commercial port authorities and MARAD," Parker said.

The 1184th Transportation Terminal Battalion was the first Western Area Reserve unit to demonstrate that realistic training could be created on a shoestring budget last year in Mobile, Ala. They were involved in a weekend ship-load exercise involving local Reserve units.

The key was the ability to have access to a roll-on roll-off ship for the weekend so units could actually process their equipment through a staging area and load it on a ship, said Brig. Gen. James Collins, deputy commander for mobilization.

This 1184th-run exercise provided the precedent for expanding the DEPEX concept.

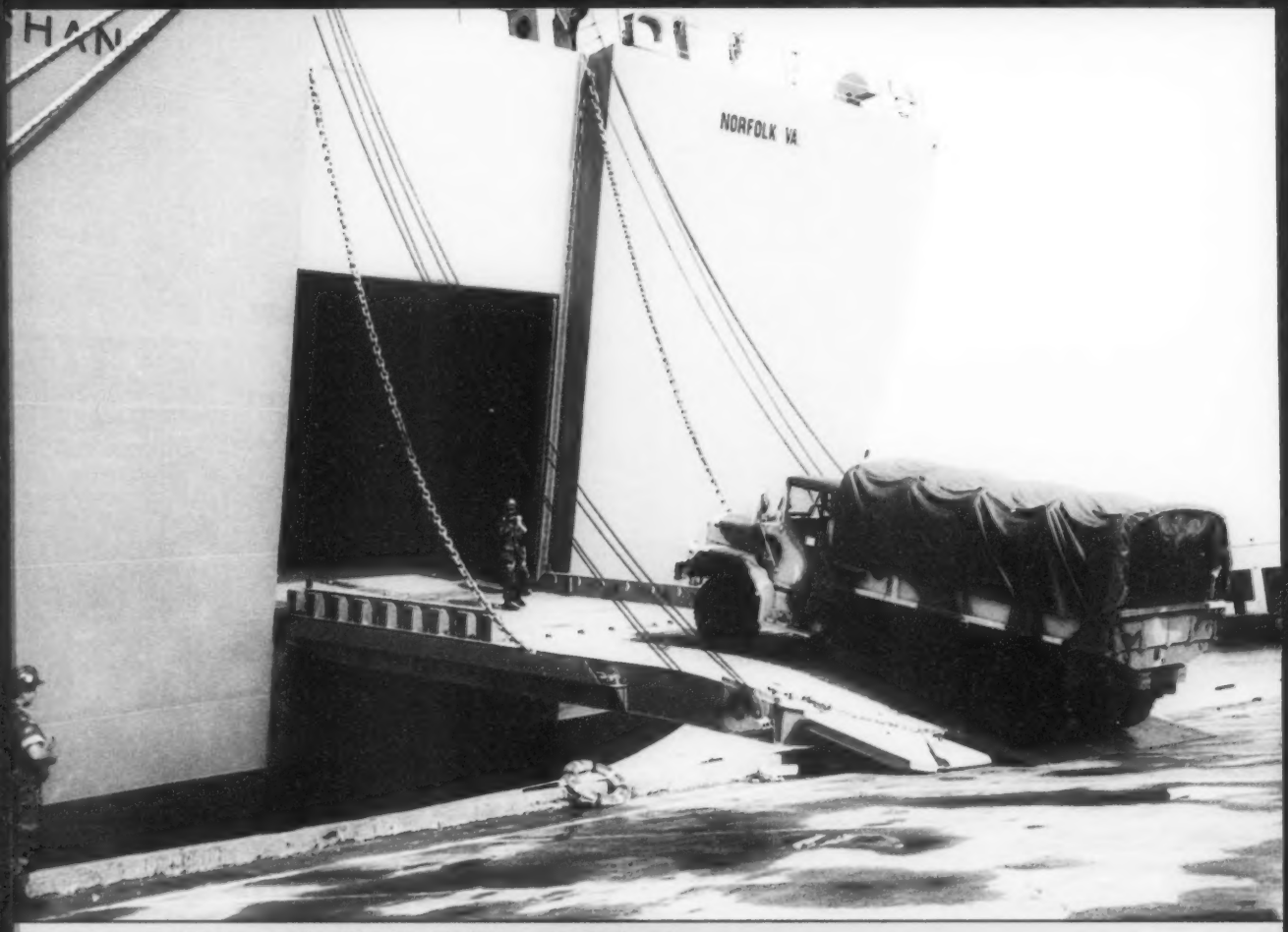
The 1397th Transportation Terminal Brigade took the DEPEX one step further, expanding the program to include not only Army Reserve but also Navy Reserve units and the Army National Guard. Other units involved included Cargo Handling Battalion 3, MTMC 320, the 100th Troop Command, the 483rd Transportation Battalion, the 689th Quartermaster Company and the 1394th Deployment Support Brigade.

"This provided a superb venue for Army transportation-terminal units and Navy cargo-handling units to work together and better understand each other's mission, a big step toward testing, validating and refining joint deployment doctrine," Parker said.

While the National Guard units received valuable training in deployment planning and execution, the Reserve units involved in the actual ship-load operation

David Kashimba

Balance is one of the keys to the safe and successful ballet of ship loading.



Reservists roll vehicles onto the MARAD ship "Admiral Callaghan."

also had some excellent collective training, according to Collins. "MARAD looks forward to other exercises. It was a way for them to test several of the ship systems and work with units they very well could deal with in a contingency," he said.

Each of Western Area's four Reserve terminal units will offer DEPEXs more routinely, ultimately three a year if the demand warrants it. The original intent was to have the DEPEX be a weekend training event. However, now there are plans to expand some of them into a one- or two-week annual training exercise.

"The realism of loading on a ship, rather than a staging area like a parking lot, adds immeasurably to the benefit of the exercise," Collins said. "We continue to find new opportunities for MTMC to support the warfighter to gain the experience and confidence in deploying from the fort to the port."

(Kashimba is editor of Military Traffic Management Command Western Area's newspaper "Western Arrow.")

David Kashimba

Army Reservists secure a HMMWV to the ship deck.

Nutrition = top performance

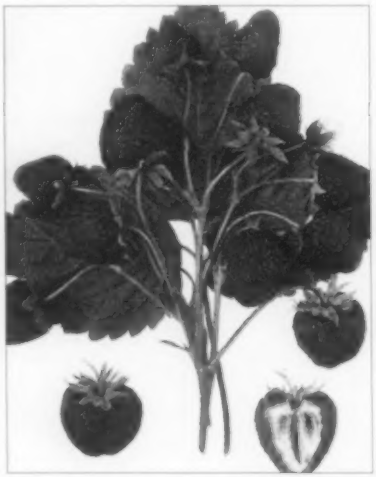
By Capt. Todd Peterson

Whether you're a soldier or civilian, physical performance can be improved through regular exercise and proper diet.

A proper diet directly influences your performance during exercise sessions; therefore, it's the most important of the two. Nutrition is the study of how food nourishes the body, and can benefit both your physical and emotional health.

There are many myths, theories and facts about nutrition. Beware of the misinformation about nutrition and the diet fads on the market.

For example, most of the so-called ergogenic aids (i.e., protein supplements, steroids) don't work. The intake of proper nutrients through food is the best way to improve your performance.



It's important to know how food affects health since you enjoy food and you care about your health. Food is more important than something just to stop hunger. It's a fuel that contains nutrients essential for maintaining optimal health and top performance.

The six types of nutrients are carbohydrates, fat, protein, vitamins, minerals and water. All are very important and complement each other for bodily functions.

Three nutrients provide energy (calories) or fuel for your body: carbohydrates and protein (each 4 calories per gram) and fat (9 calories per gram). Your diet should be 50-70 percent carbohydrates, 15-25 percent fat and 10-20 percent protein.

You can use the Food Guide Pyramid (a guide to daily food choices) to select the types and quantities of foods that you should eat. The pyramid supports the concept of a carbohydrate-based sports diet and offers the visual message that you should eat lots of breads, cereals and grains for the foundation of your diet (6-11 servings per day), generous amounts of fruits (2-4 servings) and vegetables (3-5 servings), and lesser amounts of animal proteins and dairy foods (2-3 servings each group). At the tiny tip of the pyramid are fats, oil and sweets which you should use sparingly.

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- Consume some carbohydrates as soon as you finish exercising to begin replenishing your glycogen stores in the muscles. Your body will store carbohydrates in your muscles up to two times faster immediately after exercise, compared to more than one hour after exercising.
- Don't consume large meals within 90 minutes of exercise. This may cause abdominal discomfort and reduce the amount of blood available for your exercising muscles.
- Spread your meals throughout the day if possible. Eating more than three times a day will keep up your metabolism. Make sure that if you do eat more frequently, the meals are smaller so your caloric intake doesn't exceed your daily allowance.
- Breakfast is the most important meal of the day. It allows you to refill your carbohydrate stores from nightly growth and repair. If you eat a good breakfast, you'll be much less likely to overeat throughout the rest of the day.
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(Peterson is chief, Reserve Component division, U.S. Army Physical Fitness School, Fort Benning, Ga.)

Drivers rodeo

By MSgt. Ed Winn

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(Winn is assigned to the 2125th GSU Public Affairs Office, Decatur, Ga.)

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The three-day workshop, the third of its kind, focused on the planning aspects of mobilization. It also included real-world discussions on current deployment issues such as Reserve pay and TDY settlements with personnel from the Defense Finance and Accounting System. Additionally, several vendors were on hand to showcase the latest innovations in mobilization transport systems.

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Eric Larson of Intercomp demonstrates his company's computer system to determine a vehicle's center of gravity.

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The soldiers serving today in Europe are but a small part of what makes us great. Patriotism, dedication, professionalism and pride describes our soldiers. America has given us their best and brightest to serve. America's Army is doing an outstanding job no matter where its members serve.

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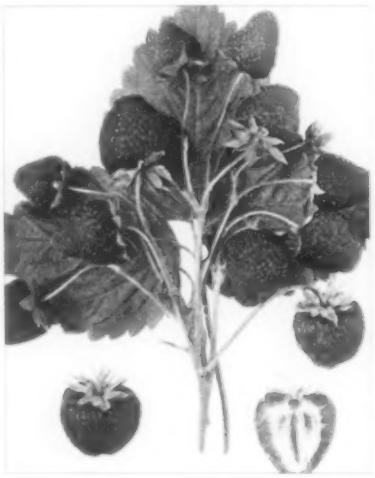

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Spc. Derrick Witherspoon

366th Chemical Company fields smoke generators

Unit members blow smoke from the 1059A3 smoke generator carriers.

By Spc. Derrick Witherspoon

FORT STEWART, Ga. — As the rain stopped and the night slowly crept away, the 366th Chemical Company arose for another day of training on its new additions to the unit: 21 M1059A3 smoke generator carriers.

The 366th, based in Savannah, Ga., recently deployed here for its two-week annual training to field the smoke generator carriers. The unit is currently the only mechanized smoke unit attached to the 81st Regional Support Command. It is also one of only four units of its kind in the Reserve. The other three are assigned to the 90th RSC.

Sgt. Larry Swagert, a maintenance NCO with the 366th, said the M1059A3 is similar to its predecessor, the M113A3 armored vehicle, but has been modified in many ways.

"Two of the major differences between the 1059 and the 113 are the smoke system and the integrated control panel inside the vehicles," Swagert said. "The 113 was designed to carry personnel, but the smoke generators were attached to HMMWVs. Now not only can the 1059 carry troops, it has two generators attached to its rear. This is great for us because now we have everything wrapped up in one vehicle."

The conversion of the M113A3 was contracted by United Defense out of Anniston, Ala. Capt. Larry Marshall, commander of the 366th, said these new vehicles will help prepare the unit to perform smoke missions with front-line units, such as infantry and artillery.

"We just received these vehicles so we haven't had much time to fully adapt to them," he said. "But over the past two weeks we have been concentrating on our maneuvering capabilities, teamwork and most of all, safety."

The lack of radio communication, however, halted the unit from using all the vehicles together during training.

"The vehicles are top of the line, and I like the fact that they consist of a three-man crew," Marshall said. "But we have no radios in any of them at this time and this makes it hard for the soldiers to communicate.

"We can only train with six to eight vehicles at a time at this point because without radios we are unable to maintain proper safety. But once we get the radios, finish up training, and get everyone qualified, this unit should be able to deploy and perform its mission anywhere in the world," he added, a confident look on his face.

Marshall said so far only the Army Reserve has this new equipment. He's impressed with the ability of the 1059s to conceal, maneuver swiftly and protect not only the soldiers outside but the troops riding inside.

"These vehicles are the future and I'm glad this unit is becoming a part of that future," Marshall said.

Due to the new M1059A3s and much-needed space, the 366th moved here permanently in October. The new facilities consist of four new buildings and a 2,500-square-yard fenced and lighted parking facility for their vehicles.

(Witherspoon is assigned to the 319th Public Affairs Detachment, Fort Jackson, S.C.)

ESGR: two-way street

By Maj. Donna Miles

Getting ready to conduct your two-week annual training? Putting in for a military school you need to get promoted? Or preparing to return to your civilian job after a long-term deployment?

Serving two bosses, one military and one civilian, can be a tough balancing act, as many Reservists know. So when duty calls you away from your civilian job, many of you find comfort in knowing the law — specifically, the Uniformed Services Employment and Reemployment Rights Act — is on your side. (See related story page 29.)

"It says your employer will preserve your job with all promotions and benefits," retired Army Col. Herb Lockett, said. "When you return, it will be like you've never been gone."

Lockett is among more than 4,300 volunteers, many of them business leaders with military backgrounds, who help get that word out to Reservists and Guardsmen, as well as their civilian employers. Lockett is an ombudsman for the National Committee for Employer Support of the Guard and Reserve, serving on the Alabama state committee. His job is to help prevent, and if necessary, to resolve employer problems over military service.

"A lot of an ombudsman's job boils down to education," Army Col. Jim Chalaire, director of the ombudsman program, said.

Much of that effort is directed at Reservists themselves. During the Reserve deployments to Bosnia, for example, volunteer ombudsmen set up stations at the three primary Reserve mobilization sites: Forts Dix, N.J.; Benning, Ga.; and Bragg, N.C. So as Reserve Component personnel preparing to deploy worked their way through a variety of stations, getting shots they needed, exchanging their red Reserve ID cards for green active duty ones, they also got briefings about their reemployment rights.

The ombudsmen were again on site when the Reservists and Guardsmen redeployed, this time offering a toll-free telephone number for them to call if they ran into employer problems when returning to their civilian jobs.

But Chalaire said the ombudsmen's education effort is also directed at civilian employers. "It goes beyond simply educating employers about their responsibilities under the law," he said.

"Back during the Cold War, the country had a large standing military and the Reserve played a much smaller role than they do today. But now there's a much greater reliance on the Guard and Reserve, and that has a big impact on civilian employers. So I think we owe it to civilian employers to explain that change."

There's little question that the RC is spending more time on active duty than in the past. Some 267,000 were mobilized for Operation Desert Storm. Thousands more served in support of operations in Somalia and Haiti. And about 20,000 have served in, or in support of, the peacekeeping mission in Bosnia.

More missions often means more training requirements, and frequently, more time away from civilian jobs.

"This increased use of the Reserve Components is a greater burden on Reservists and their families," Chalaire said. "But it's a greater burden on employers, too."

He said that's why, even if the law is on the side of Reservists, it's in everybody's best interest to work together and resolve conflicts before they start.

Chalaire said military commanders and RC personnel carry part of the responsibility for establishing good employer-employee relations.

Take, for example, the small town Texas police chief who had just three patrolmen on his force. Two of them were members of the same Texas National Guard unit and were scheduled to attend their two-week annual training at the same time. The police chief was up in arms until an NCESGR ombudsman arranged with the unit commander to have one of the patrolmen serve an alternate AT.

"It's not always possible, but we try to accommodate employers where we can and when we can," Chalaire said. "Employers may still not be 100 percent satisfied with the outcome, but at least they can say they've been dealt with fairly."

Chalaire said building bridges between RC personnel and their employers is sometimes as easy as giving bosses a heads-up about upcoming military duty. "Don't walk into your boss on a Friday and drop papers on his desk and say you're not going to be in for the next two weeks," he said. "Giving an employer a little advance notice can go a long way in building employer support."

And employer support ultimately plays a big part in the readiness of the RC, according to Deborah Lee, assistant secretary of defense for Reserve affairs. "If we begin to lose our best people because they perceive that they have too many pressures in their civilian jobs as a result of Reserve service, then it hurts our recruiting and retention, and it hurts our readiness," she said.

"We see employer support as a two-way street, with everyone carrying some of the responsibilities," Lee continued. "And if we do it right, it can be a win-win situation."

(Miles writes for the American Forces Press Service.)

Where Reservists turn for help

Employer problems?

The National Committee for Employer Support of the Guard and Reserve has a network of more than 4,300 volunteer ombudsmen. They're trained to act as mediators between Reservists and their civilian bosses, and to provide information about civilian job rights.

To contact an ombudsman in your area, call (800) 336-4590.

Information about the ombudsman program and other NCESGR programs is also posted on the committee's computer Web page at http://www.ncesgr.osd.mil

"We want to impress upon Guardsmen and Reservists they're not alone," Ed Kelly, a retired Army chief warrant officer and volunteer ombudsman in New Jersey, said. "There's somebody they can call on."

Boards

Part of an AGR's life

By Maj. Gayle Starker

The life cycle of anyone serving in the Active Guard Reserve program is punctuated with appearances before boards.

Actually, our records go before these boards; personal appearances are not authorized.

We enter the AGR program through the AGR Entrance Board. Officers earn Voluntary Indefinite status with the AGR Continuation Board. We are selected for promotion by Department of the Army Promotion Boards. We compete for some schools through Professional Development Advisory Boards.

One common factor throughout these boards is that we as individuals are responsible for the quality of our board files.

Whether we assemble our own packets or our Personnel Management Officer or NCO puts them together, we must provide the contents. We have hard working, dedicated Records NCOs at the Full-Time Support Management Directorate, but they can't update anything without your input.

How motivated are you to be selected/continued/promoted? You answer that question with your day-to-day duty performance and physical fitness, with how carefully you review and update your records and with how current you keep your photo.

FTSMD, part of the Army Reserve Personnel Center in St. Louis, runs the AGR Entrance Board. The application procedures are outlined in the application packet. It contains forms, procedures and regulation extracts. For an application packet, call (314) 263-9578, ext. 1350.

Applicants may indicate geographical preference for tours, but remember, this is a career program, and assignments are based on the needs of the service. Accessioning boards occur three times a year. If the board recommends placement on the Order of Merit List, this means FTSMD will consider you for positions that match your rank and skills. It doesn't guarantee you will be offered a position. If no position opens up within a year, you will need to go before another board.

Most of the other boards are handled by the Office of Promotions, Reserve Components, a branch of the Total Army Personnel Command co-located with ARPERCEN. NCOs go before separate promotion boards that just consider AGR soldiers. These boards select based on known vacancies.

AGR officers go before Army Reserve Component promotion boards. The Office of Promotions mails notification memos along with microfiche to officers and NCOs in the selection zones. It's your responsibility to review your fiche, forward any missing documents and provide a current official photo.

Remember, though, that items sent to update a board file will not update your Official Military Personnel File. You must coordinate with your PMO/PMNCO to update your OMPF.

During their third year, AGR officers go before a continuation board. This board looks at duty performance during the first few years and future potential in the program. Once an officer has passed this board, he or she acquires Voluntary Indefinite status.

If you're an AGR NCO, your records will be reviewed for retention during your promotion boards and when you reenlist.

If an officer's duty performance drops dramatically, his or her records may appear before a DA Active Duty Board. A referred Officer Evaluation Report, letter of reprimand or brushes with the law are fast ways to this board. A DAADB may recommend involuntary removal from active duty.

Professional Development Education Boards select AGR officers for the Command and General Staff Officer Course and Senior Service Colleges, the Military Education Level producing courses. As with DA promotion boards, the PDE boards are held by the Office of Promotions, RC. As a change in policy, all eligible officers will be considered for MEL producing and advanced education and training courses. Your PMO will mail you a skeleton packet which you need to review.

AGR NCOs are considered for NCO Education System courses when being considered by the centralized promotion boards. Under the Select, Train and Promote philosophy, selection for schooling is part of the process of selection for promotion.

If needed, Assignment Advisory Boards consider promotable lieutenant colonels and Order of Merit Boards consider colonels after the promotion board results are released. These boards rank the officers and come up with an OML. Assignments may not be made strictly by OML number, since position requirements must match the officer's branch or functional area to fill the slot.

Although not formally boarded, many positions are filled by a screening process. Your PMO/PMNCO will first ask if you're interested in an assignment to a position as an instructor at an NCO Academy, the Army Reserve Readiness Training Center, Reserve Officers Training Corps, in an Inspector General's office or in the Military District of Washington. A skeleton packet goes from FTSMD to the appropriate decision makers for assignment consideration.

As you can see, your files go before boards throughout your AGR career. The quality of your board packet will influence many of the decisions that have a significant impact on your professional and personal life. To maximize your career options, do your best on the job and keep those records current.

Starker is a policy coordinator in the Personnel Division, Office of the Chief, Army Reserve, Washington, D.C.

Get ready, set, go for next promotion

By Maj. David Pendelton

Most agree that an effective resume is important in civilian life. Just as important to your military career, the Officer Record Brief (DA Form 4037) or DA Form 2-1 can spell the difference between receiving your next promotion or pass over.

Army Reserve officers who complete their ORB correctly bolster their promotion chances with a clear summarization of their professional net worth. After your official photo and your efficiency reports, the ORB is the next most important document in your promotion packet.

Promotion boards require that Individual Ready Reserve and Individual Mobilization Augmentee officers complete the ORB. Troop Program Unit officers may use their unit DA Form 2-1, but should consider submitting an ORB for two reasons.

First, active duty officers serving on USAR promotion boards may be unfamiliar with the four-page DA Form 2-1 and may have difficulty finding pertinent information. Second, the DA Form 2-1 maintained by your unit clerk may contain erroneous information, crossed out entries or erased pencil entries, none of which reflect favorably on officers when viewed by the promotion board members.

A neat, typed ORB assists the promotion board to obtain a clear picture of you and your professional credentials. By typing it yourself or using one of the available ORB computer programs, you can ensure that the information is factual and reflects a positive image of yourself to the promotion board.

In general, type all dates in the year/month/day sequence. Use only authorized abbreviations and acronyms. Ensure that all information is verifiable by some supporting document located on your PERMS microfiche or in your hard copy records. If you cannot prove the information, leave it off your ORB.

In the heading, enter the current date, your basic control branch using its two letters, component, Social Security Number and full name including Jr., III, etc.

In Section I, list your six most recent overseas tours including any enlisted service. Enter the month and year you returned from overseas, the country of assignment, the length of assignment in months and the number of short and long tours beginning with your earliest tour. Consider any overseas tour between 11 days and 18 months as a short tour.

In the specialty/MOS block, enter the three or four position code for your Branch Area of Concentration (i.e., 11A) or Primary Military Occupational Specialty (i.e., 420A). In the right-hand block, enter the three position code for your Functional Area (i.e., 41A) or Secondary AOC, if you have one.

Officers leave the additional SSI MOS block blank. Warrant officers enter the one-position character that identifies their Skill Qualification Identifiers. Center this under the PMOS or SMOS block.

In the ASI data block, enter the two-position code for any special skills you possess. In the block for specialties, enter the titles of your branch and functional area. If you're an aviator, enter your Aviation Service Entry Date and make entries for each type of aircraft that you are qualified to fly, even if status is not current. Use the alphanumeric description (i.e., UH-1). Leave all other blocks in Section I blank.

In Section II, transfer the security data from your DA Form 873 to include the type of security clearance, the investigation completion date and the type of investigation conducted.

In Section III, enter your pay entry basic date, basic date of appointment, source of commission, type of original appointment (i.e., RA, USAR, NGUS), and projected mandatory retirement date. Enter your permanent date of rank for each grade in the line provided.

In Section IV, enter your date of birth, place of birth (city and state or country), country of citizenship, sex, race, number of dependent adults and children, and religion. Also, enter your marital status, spouse's birthplace and citizenship, latest physical exam, and height and weight from your latest physical exam. Unless your are AGR, leave the home of record at EAD blank and enter your current mailing address.

If you are proficient in a foreign language, complete Section V. Put in the language and your ability to read and listen in that language using the terms NONE, ELEM, LIMITED, MIN PROF, FUL PROF, NATIVE. Enter your last DLAT scores if not more than two years old.

In Section VI, enter your highest military education code [M=CAS3 Phase I graduate; N=CAS3 graduate; 1=Senior Service School graduate; 2 = Senior Service School Resident Selectee/Deferred; 3=Army War College (Correspondence) Course Selectee; 4=Staff College Level Graduate; 5=Staff College Level Selected/Deferred; 6=Branch Advanced Course Graduate; 7=Branch Basic Course Graduate]. Enter in chronological order each military school/course for which you received a diploma or DA Form 1059 and the completion year. Courses must last two weeks (or require equivalent effort if a correspondence course), support your military specialty, or are a promotion requirement. Include any courses in which you are currently enrolled for which you have received a 50 percent completion certificate. Restrict yourself to a single line for each course.

In Section VII, enter your civilian education level [8=high school; 7= some college; 6=AS/AA; 5=BS/BA; 3=MD/DDS/LLB; 2=MS/MA; 1 = PhD]. Enter in chronological order each institution above high school level that granted you a degree and the year awarded. Use abbreviations and do not exceed the lines provided.

In Section VIII, list all awards, decorations, tabs and badges awarded/earned in order of precedence in accordance with AR 600-8-22. Orders of precedence of categories are commendation medals, service medals, foreign decorations and badges. Show the number of awards of the same medal such as ARCOM-3 meaning the Army Commendation Medal and two oak leaf clusters. Do not list any state or National Guard awards.

In Section IX, enter the date you were assigned to your current unit in the box marked date of last PCS, the date of your last OER and the ZIP code for the unit that gave you the last OER. Start with the line marked "Current Assignment" and then list prior assignments in reverse chronological order. Enter the date assigned to your current unit, the number of months served in that assignment, the unit's numerical designation, the unit description in not more than 19 characters, the unit's military installation or city, and the unit's major command.

Also, enter the official position title from the OER received for that assignment. Use authorized abbreviations (i.e., S4) and clarify the scope of the position, if necessary, by including the organization title (i.e., Dep Ch, Trans Div). Enter the three-position or five-position code for the MTOE/TDA duty assignment in the duty MOS column. If you held more than one position in the same unit, enter the dates on separate lines and repeat the organizational information. If your

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People

Drill Sergeant of the Year

FORT MONROE, Va. — The first U.S. Army Reserve woman and the second straight NCO from the 100th Training Division, Louisville, Ky., won the Reserve Army Drill Sergeant of the Year title.

SFC Teresa Belles received the honor during a ceremony June 20. The Reserve runner-up was SSgt. Todd Baxter, 98th Division, Rochester, N.Y.

"It meant a lot," Belles said. "This week itself I think has just been great. It's finally being able to execute all those hours of training. It (the competition) didn't seem as bad as what you anticipated because you were ready."

As was to be expected in view of national news coverage of some drill sergeants' involvement in sexual misconduct at several Army posts, most of the 13 active and seven Army Reserve drill sergeants here were asked for their opinions by reporters.

"I think society is going to believe what they want to believe and ... sometimes they'll blow it all out of proportion," Belles said. "I just don't let it bother me. I just keep driving on."

A drill sergeant for three years, Belles became a drill sergeant because she wanted to "fit in," to bridge a gap she perceived between active and Reserve. She was one of the first women in the 100th Training Division to volunteer for drill sergeant duty.

When she went to drill sergeant school at Fort Knox, she was the only woman among 93 students. She showed the men she was qualified by scoring highest on the Army Physical Fitness Test at the beginning of the course.

"That kind of gained their respect," she said.

She repeated that performance the third week of June here by scoring highest on a specially-graded APFT. So many Drill Sergeant of the Year nominees score the maximum 300 points on the standard APFT that a new point system had to be devised. Belles scored 623.

(Photo taken before appurtenance required on AFRM.)

At home in Sellersburg, Ind., Belles runs five miles almost every day. Then at the end of the day, she runs with her husband Grant and two of their three children. Since someone must stay with the youngest who can't run long distance yet, she takes turn running with each of the other three.

Belles is also vice president of the Parent Teacher Association, a volunteer at a youth detention center and belongs to a ministry group that delivers food and finds shelter for needy people around Clark County (Ind.).

On her duty weekends, Belles serves with the 399th Reception Battalion at Fort Knox. She and other Army Reserve drill sergeants greet new enlistees and prepare them for active duty Basic Combat Training.

That includes ensuring they get haircuts, shots, uniforms and medical examinations. She also tests their physical fitness to learn if they can meet the minimum requirements to enter BCT. Women have to be able to do one pushup and men 13.

"It's fun," Belles said. "When you've got those 18-, 19-year-old privates saying, 'I can't do it, Drill Sergeant.' And you say, 'I'm 37,' and you drop down and just start doing it with them."

Dueitt gets first star

Brig. Gen. B. Sue Dueitt is one of the Army's newest flag officers and the first female Reserve general officer not from the Army Nurse Corps.

It all became official with her "pinning on" ceremony in June.

Dueitt is an Individual Mobilization Augmentee and her present assignment since June is at the Pentagon as the deputy chief for Public Affairs, Headquarters, Department of the Army. The primary responsibility of the Office of the Chief of Public Affairs is to advise Army leadership on all aspects of public affairs and administer the Army's PA programs.

The Adjutant General officer began her military career in 1977 with a direct commission after she had already obtained her doctorate of philosophy in administration from the University of Alabama in Tuscaloosa.

For its part, the Army promoted a seasoned public affairs officer with a wealth of civilian experience.

Dueitt, a Leadesville, Miss., native, has been the vice president of corporate communications for a utility company and the VP of planning and administration of a financial services corporation (Sallie Mae). A stint as the deputy assistant secretary of the Army (Manpower and Reserve Affairs) is also part of her resume.

She and her husband Thomas Moffett live in Potomac, Md., where she owns and manages private investments.

Grandpa Jones from the television show "Hee Haw" and Maj. Gina West at the Grand Ole Opry.

Soldier cuts demo CD, video for Nashville

By Sgt. Kim McAndrews

TUZLA, Bosnia-Herzegovina — To help pass the time on the all-day car rides from New Mexico to Ohio, Gina would place her ear against the car seat, sing the country songs playing on the radio and giggle at the vibrations from the music, causing a stereo-headphone effect. The 5 year old never imagined that the songs she heard might someday be her own.

Now, years later, Maj. Gina West, an Individual Mobilization Augmentee assigned to the 21st Theater Army Area Command in Taszar, Hungary, awaits the final word that the demo CD and video she cut in March will air in the States.

She couldn't help but love music as a child. Raised by two ministers, she spent hours at church, enthralled by the gospel music. After service she would pound on the piano keys while her parents visited with parishioners outside the church.

West played as many instruments as she could — flute, autoharp, guitar and more. She couldn't read music; she could only play by ear, but that didn't seem to be a hindrance. After a brief stint taking music lessons, her mother pulled her out fearing it would interfere with her natural raw talent.

By age 6, West was belting out tunes from George Jones. She could recite every word, she knew the harmony, but she was too young to know what "the king of pain" meant. As she grew older, pain was a theme she knew only too well in both her personal life and in her lyrics.

West endured a series of trials throughout the years. She got a divorce, lost a cousin in an auto accident and a live-in father-in-law to cancer. She reached an all-time low and resorted to accepting a managerial position at a local fast food restaurant. "When you have nothing left to lose ... you take risks," she said. Little did she know that her new job would be the catalyst for her music.

Her restaurant training was conducted in Atlanta where she mistakenly entered a club looking for a karaoke contest and found the country artist David Ball performing. One coincidence led to another, and after the performance she was thrilled to actually visit with him about the course of his career. "He was just an average guy who worked his way up," she said. His attitude and climb to the top inspired West.

Meanwhile, she continued to "work all day and sing all night." She had some prior experience, singing at amateur nights and playing rhythm guitar and singing for a band. But growing up primarily in church, West "didn't know how to connect with bands."

After winning a karaoke contest in Ohio, West took her $100 prize and tested the powers to be. She had already sent a tape to Nashville, Tenn., at the urging of a talent scout one year earlier, so she used her winnings to buy a $105 airplane ticket to Nashville. While there, she competed in a "more professional" competition. Placing ninth out of 78 contestants bolstered her confidence enough to pursue the status of the tape she had mailed months before.

The welcome she received from the studio that received her tape astonished her. "The agent knew me and said he had been waiting to hear from me," she said. That's when all the pegs began falling into round holes for West.

She had been struggling "between God and Nashville." West didn't think she could be a musician and still dedicate her life to God, so she vowed "to accept whichever one happened first." But after hearing an inspirational minister at a local church, she realized she could have both. Within days she had produced a video and demo gospel/country CD to be aired on a Christian radio station. "The hardest thing was actually learning to believe in yourself," she said.

West said it's hard to keep up with the latest and greatest Nashville news while she is in Hungary. But at least she can practice singing every Monday at karaoke night at the life support area in Taszar.

Before West steps up on stage, she always gets butterflies. Once the microphone is in her hand, though, the tension disappears and she's on a "complete high."

But nothing tops taking the audience with her on that high, she said. "They should feel the pain I sing about in my songs; they should be moved like I am," she said. "That is the key."

It isn't surprising that soldiers at the life support area tent in Hungary request her autograph after hearing her for the first time or that they approach her only to thank her and compliment her on a terrific job. What is surprising is the humility with which she accepts the praise.

West would love nothing more than to have just one hit that "truly grips people," such as "The Dance" by Garth Brooks. But she knows "it is not about fame. It is about using and refining the talents you are given."

(McAndrews is assigned to the 5115th Garrison Support Unit, Baltimore, and was mobilized for OJG.)

FRIEND, PROBLEM SOLVER

Reserve liaison earns praise

By Sgt. Kim McAndrews

TUZLA, Bosnia-Herzegovina — As Sgt. Sherbert Noel walks the boardwalk in Tuzla Main, the dust kicks up around him. The drivers of the jeeps and armored personnel carriers wave when they see the colorful rainbow patch on his shoulder.

The U.S. Army Europe Mobilization Support Center patch has become synonymous with numerous descriptors — among them are friend, problem solver, liaison and bearer of good news. Noel is one of two Reservists serving the Tuzla area as a Reserve Component liaison officer. He is a key contact for any Reserve or National Guard issues that arise.

His patch is not all that is distinctive about him.

Born in Trinidad, he still speaks with a Caribbean accent. When asked a question, he spiels information like a database. He knows the numeric designations of all 28 Reserve and Guard units serving in his area, their location, the number of personnel assigned to each unit and the points of contact. He jokes that he still doesn't know the breakdown of gender per unit.

His boots have seen more mileage then some of the HMMWVs in the parking lot. "I don't like being confined to a desk," he says.

He makes the round to each unit a couple times a week, just to touch base with them and see if they have any outstanding problems. But it becomes evident as he greets members of each unit that his is a well-known face. He inquires about the daughter who had surgery yesterday or the father who is ill. Soldiers of all ages, gender and rank confide in Noel, and for him, that is what his job is all about.

"Yes," he says humbly, "I have become known as the man with the answers." But more important, says Noel, is that he has become known as a confidant. Reservists truly feel they have someone who listens and follows up. That's what helps keep morale high among the troops, he said.

He admits accommodations may lack privacy and a number of little things are bothersome, but "it wouldn't be right for me to complain, because I volunteered to come here. I wanted to be where I could really help the troops."

Sgt. Kim McAndrews

Sgt. Eladio Lamboy (left), 943rd Replacement Company, and Sgt. Sherbert Noel, consult a manifest to verify whether a soldier has arrived in Tuzla.

Originally, Noel was slated to serve in Germany and track soldiers. He admits his job here is "harder, but more fun."

Because he has the opportunity to leave the main post and travel to some of the base camps, he sees the destruction the civil strife has caused to entire communities. "When you think about mortar rounds hitting those homes, and a father being unable to protect his family, you become very thankful for what you have," he says. "The work is gratifying. People are always approaching me in the streets and thanking me for helping them."

Part of Noel's achievement may be his attitude. He makes a conscious effort to "suck up information like a sponge," which contributes to his efficiency in handling all types of issues, from promotions to the pass policy to professional development issues. Having grown up in Trinidad, Noel sees education and exposure as an avenue to success. And for more than 800 Reserve and Guard soldiers, displaced from families and friends, Noel is the pot of gold at the end of that rainbow he displays on his armband.

After the sun goes down and the chaos of the day dwindles, Noel retreats to his office for a few more hours of administrative duties. After about a 12-hour day, he retires to his 6-by-9 area in the back of the tent.

He turns on the white Christmas tree lights he has strung on a makeshift pole. The glimmer emits enough light to see, but not so much as to wake the seven other soldiers in the tent. He pulls up his plastic patio chair to complete his daily ritual of watching a movie before he curls up on the two 5-inch mattresses he acquired just one week ago.

Tomorrow is Sunday — just another day in Tuzla.

(McAndrews is assigned to the 5115th Garrison Support Unit, Baltimore, and was mobilized for OJG.)

Kudos

Heart to Heart

An Army Reserve surgeon helped start an international relief organization that provides supplies and medicine at home and abroad.

Maj. Gary Morsch, a member of the 313th Surgical Hospital in Springfield, Mo., helped to found Heart to Heart International and now serves as its chairman. This network of volunteers mobilizes resources to help address some of the most critical needs around the world.

Heart to Heart has formed a unique partnership among pharmaceutical companies, corporate sponsors, civic and religious organizations and individuals. In its first five years, Heart to Heart delivered $100 million (wholesale value) in pharmaceuticals and medical supplies to people in need.

Heart to Heart has successfully organized more than 15 medical airlifts — among the largest in history — sending hundreds of tons of medicine to health care providers serving the poor in Russia, Rwanda, Vietnam, China, Bosnia, Somalia, Armenia, Bulgaria, Albania, Haiti, India, Kazakhstan, Kyrgyzstan, North Korea and other world areas.

Domestically, this grassroots organization has mobilized response to several major national disasters. Heart to Heart addresses the needs of the poor in U.S. communities through its Heart for Home program. Heart for Home is a system which links resources to inner city social service organizations serving the poor. The program procures basic supplies used by front-line agencies and organizes delivery by volunteers from corporate, civic and religious groups.

Morsch's humanitarian interests have been encouraged and supported by his military involvement, and Heart to Heart has enjoyed an outstanding working relationship with the Department of Defense, the U.S. State Department and various Reserve units. An Air Force Reserve C-5 unit provided the cargo plane and significant manpower for Heart to Heart's airlift to Moscow in 1992.

Disaster responses throughout the world — from the famine in Somalia to the hurricane-ravaged island of Dominica — have been aided through the involvement of the Army Reserve. The 89th Regional Support Command, Wichita, Kan., was an integral part of this relief effort. A team of cargo handlers transported nine pallets representing almost $360,000 in life and hope giving supplies from their warehouse at the New Century Air Center to Forbes Air Force Base outside Topeka, Kan.

Several airlifts to the former Soviet Union were undertaken in partnership with Operation Provide Hope. In fact, Heart to Heart was honored as one of only five private voluntary organizations invited to participate in the operation's 500th mission.

To celebrate that event, the organization was recognized by senior White House, State Department and DoD officials in a special June ceremony in Washington, D.C. This mission to Uzbekistan was Heart to Heart's 17th major airlift.

ROA top junior officer

Capt. Gary Kayser was named the U.S. Army Reserve Junior Officer of the Year by the Reserve Officers Association during a ceremony earlier this year. He was selected for this honor from a field of candidates from Army Reserve units around the world.

Kayser received the honor as a member of 2nd Brigade, 84th Division, Beaver Dam, Wis., where he serves as the Assistant S2/S3. Kayser has also performed duties as a battalion supply officer, platoon leader, battalion operations officer, company executive officer and company commander (five times).

First Army winners

First U.S. Army recently named the best NCO and Soldier of the Year from among 150 candidates.

Selection of the winners and runners-up from the Reserve and Active Guard Reserve is based on cumulative points.

The winners are:

U.S. Army Reserve NCO

Winner — Sgt. Juan Marin, 87th Division, Birmingham; Runner-up — SSgt. Karen Speckman, 98th Division, Rochester, N.Y.

U.S. Army Reserve Soldier

Winner — Spc. Judith DeUnamuno, 65th Army Reserve Command, Fort Buchanan, P.R.; Runner-up — Spc. Bradley Nelson, 100th Division, Louisville, Ky.

Active Component/AGR NCO

Winner — SSgt. Ronald Moody, 3rd Regional Training Brigade, Fort Knox, Ky.; Runner-up — SSgt. Michael Stockhausen, Virginia Army National Guard

Active Component/AGR Soldier

Winner — Spc. Harold Dunn, Fort McCoy, Wis.; Runner-up — Spc. Michael Bowman, New York Army National Guard

Top volunteers

Five volunteers received the annual USAR Volunteer Award for their outstanding service and commitment to the welfare of Army families.

The winners are: Diana Brant, 89th Regional Support Command; Ellen Inglese, 399th Combat Support Hospital, 94th RSC; Belle Holloway, 1st Battalion, 339th Regiment, 7th Brigade, 84th Division; Donna Ratzlaff, 842nd Quartermaster Company, 89th RSC; and Yasmin Robbins, 368th Engineer Combat Battalion, 94th RSC.

Connelly awards

Top Reserve units received accolades during the Philip A. Connelly Awards Program for Excellence in Army Food Service ceremony held last spring in Albuquerque, N.M.

The 430th Quartermaster Company, Fort Buchanan, P.R., took top honors in the USAR field kitchen operations category. Runner-up unit was the 308th Medium Truck Company, Lincoln, Neb.

National security issues topic of the day

By Maj. Tim Sughrue

Twenty-two U.S. Army Reserve officers recently completed an intensive one-week Reserve Component National Security Issues Seminar sponsored by the U.S. Army War College.

The Reserve officers were joined by 15 officers from the National Guard for the seminar in Washington, D.C.

The seminar acquainted the officers with the process and issues of national security. It was a combination of lectures by faculty members of the War College, presentations by civilian and military experts in military strategy and visits to the Manassas (Va.) National Battlefield and Capitol Hill.

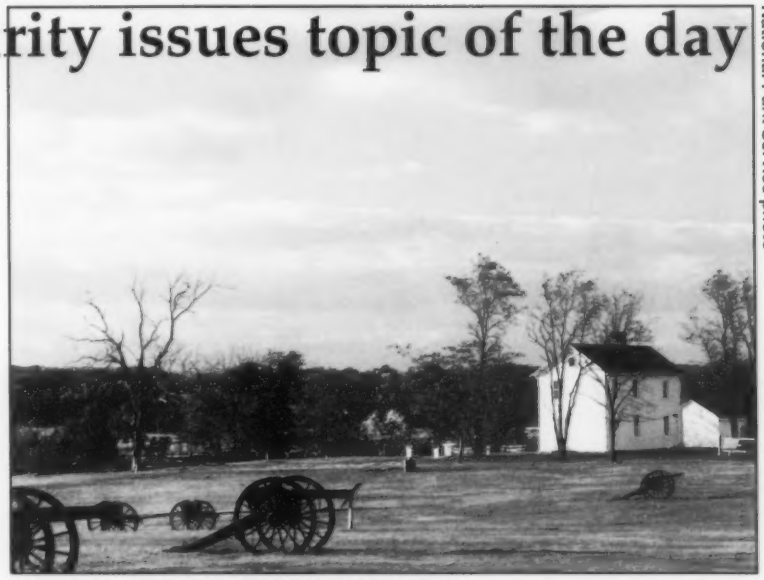
One of the highlights of the seminar was a day spent at the Pentagon. There, a briefing was provided by Army Operations Center personnel. This is the same briefing given each week to the Secretary and Assistant Secretaries of the Army and key military personnel.

With supporting audiovisual materials, the briefing provided a detailed analysis of the current status of U.S. Army forces worldwide. The briefing emphasized the importance of the Reserve force in supporting the active components.

This was followed by a joint presentation on the role of the Reserve forces in national defense by Maj. Gen. Max Baratz, chief, Army Reserve, and Maj. Gen. William Navas Jr., director of the Army National Guard.

Another day was devoted to understanding the strategic implications of the Civil War battles at Manassas (Bull Run). Col. Adolf Carlson, U.S. Army War College, used a case study method to explain the strategic factors that influenced these battles. The battles at Manassas are an enduring legacy of how politics and war came together in our nation's history.

The seminar participants gained an appreciation of the battles at Manassas by walking the field on which two great armies of a divided nation clashed for the first time in July of 1861. Carlson provided a fascinating historical account of the political environment, national interests, personalities and motivations of the military leaders, military objectives and battlefield tactics.



National Park Service photo

Henry Hill at Manassas National Battleifeld.

The morning of the fourth day included presentations and discussions of the role of the RC in the National Security Strategy. The afternoon was spent on Capitol Hill with briefings from individuals familiar with the legislative process. Seminar participants were also given the opportunity to either witness the legislative process in action or visit the congressional officials from their home state.

The final day of the seminar was an extraordinary educational experience with three highly respected experts on national security issues. Dr. Craig Nation made a presentation on the challenges to U.S. security in the former Soviet Union. He was followed by Dr. Earl Tilford of the Strategic Studies Institute. Tilford synthesized the military, economics and political status of different regions of the world.

The final presentation for the seminar was given by Col. (Ret.) Harry Summers Jr., an Army War College distinguished fellow who formerly held the War College's General Douglas MacArthur chair. He is now a syndicated columnist for the Los Angeles Times, editor of Viet Nam Magazine and contributing editor of the Journal of Defense and Diplomacy. Summers shared with the group a lifetime of experience and knowledge of national security issues.

Overall, the RC National Security Issues Seminar is a remarkable educational opportunity. The quality of the faculty from the Army War College and the other presentations was unparalleled. The seminar offers a rare chance to learn and interact with individuals who are shaping the military strategy of the United States.

Anyone interested in applying for the course in fiscal year 1998 must meet the eligibility requirements — rank of major or above, Command and General Staff College graduate, and minimum of two years of service remaining upon course completion.

If interested, write to Commander, AR-PERSCOM, ATTN: ARPC-OPM-O (RCNSIS), 9700 Page Avenue, St. Louis, MO 63132-5200.

(Sughrue is assigned to the U.S. Medical Command at Fort Sam Houston, Texas, and is a Military Liaison Officer with the U.S. Military Academy at West Point.)

Understanding the USERRA

By Capt. David Frisone

Army Reserve soldiers have an important role in many of the missions the military conducts. It's important for Reservists to understand the Uniformed Services Employment and Reemployment Rights Act.

The USERRA was signed into law October 1994. The underlying purpose of the act is to encourage military service by eliminating or minimizing the disadvantages to civilian careers which can result from such service.

Essentially, the law requires employers to reemploy any worker who leaves his or her job to enter active military duty or to participate in active duty training for the Reserve or National Guard. USERRA applies to all employers in the United States, regardless of size or entity. Unlike previous laws, USERRA also protects employees whose positions are labeled "temporary" unless the employment is for a brief, non-recurring period.

The USERRA addresses six key aspects of the employee/employer rights and obligations under Chapter 43 of Title 38 (Veterans Benefits), U.S. Code.

Right to Reemployment. An employee returning from military service is entitled to prompt and appropriate reemployment. The appropriate position is not necessarily the same one that the employee left, but rather, the one that he or she would have held if employment had continued during the employee's absence. For periods of service up to 30 days, the employee simply reports back to work for the next regularly scheduled shift on the day following release from the military.

Following a period of service longer than 30 days, the employee must submit an application for employment within 14 days of his or her release. USERRA sets a five-year cumulative limit on the amount of military service that can be performed to retain reemployment rights with a given employer. However, some categories of service are exempt from the five-year limit such as Reserve and National Guard weekend drills and annual training.

Obligations of Reservists. Employees are required to request a leave of absence prior to any scheduled service or training duty. No set limitations are imposed on the amount or duration of these requests for leave. However, a reasonableness standard does exist. In addition, employees must promptly return to work upon completion of their service to ensure protections under the act.

Prohibition Against Discrimination. Generally, an employer may not discriminate against an employee who serves in the Reserve. Whether the person is a job applicant or a current employee, the employer cannot deny such person hiring, retention, promotion or any other incident or advantage of employment due to an obligation as a member of the Reserve.

Disability Rights. In the event a Reservist sustains a disabling injury during military training that precludes performing the duties of his or her civilian job, he or she must be reinstated to another suitable position with similar seniority, status and benefits.

Seniority, Status and Pay. Once reemployed, the veteran or Reservist is entitled to all the privileges of seniority, status, pay and vacation that he or she would have earned had the employee never left for military service. Employees must also be reinstated to a position of similar rank, responsibility, duty and working conditions. Likewise, employers are required to credit employees with vesting and benefit accruals for the period of active military duty. Except under unusual circumstances, employers cannot require service members to use earned vacation to cover military absences.

Limitations and Restrictions. First, the law does not entitle a Reservist to benefits that are conditioned upon work requirements demanding actual performance on the job. Thus, employers are not required to pay absent Reservists for hours not worked.

Second, although an employer must give an employee-Reservist no less than it would give another employee, the employer is not required to give the employee-Reservist more. For example, an employer is not required to make special arrangements to schedule a Reservist's work hours so that he or she can avoid lost time due to military obligations.

The USERRA is an excellent example of an administrative law created by the legislative branch, managed and enforced by executive agencies and frequently reviewed by the judicial system. It has been edited, amended and refined over time to reflect an increased dependence on the Reserve and National Guard. Its chief purpose, to prevent discrimination and minimize the disruption to the lives of persons performing military service, however, has remain unchanged.

Congress could not have asked for a more effective tool to protect the very same men and women who are sworn to defend the U.S. Constitution.

(Frisone is detachment commander, 321st Psychological Operations Company, Cleveland.)

▼ From page 23

current assignment in the IRR (not TPU or IMA), the entry in Section IX is ORGANIZATION: AR-PERSCOM; STATION: St. Louis; LOC: MO; DUTY TITLE: IRR; and DMOS: your current primary AOC.

In Section X, enter your home telephone number (HPN: 123-456-7890), business phone number (BPN: 222-123-4567), retirement year ending date (RYE: MMDD), control group (C/G: R, A or I), promotion pending eligibility date (PPED: YYMMDD), date released from active duty (R/AD: YYMMDD), civilian occupation (CIV OCCUP: Truck Driver), present employer (EMPLOYER: A&M Trucking), spouse's name (PX/COMM AGENT: Jane Doe), facsimile number (FAX: 432-109-8765) and date of last military photograph (LAST PHOTO: YYMMDD). Enter additional pertinent military/civilian information not covered elsewhere on the ORB or, if necessary, use a continuation sheet. You may list regimental affiliation and enlisted service in this section.

Reduce your master ORB to 8-1/2 x 11", sign and date (YYMMDD) the copy in the bottom right corner of the remarks block. Your signature and date verify the information provided is true and accurate.

If you're a TPU member, your unit should have access to blank copies of DA Form 4037. If you are IMA or IRR, you can contact your AR-PERSCOM PMO for a blank ORB with detailed completion instructions.

Your next promotion is in your hands. The time spent preparing your ORB is well worth the effort when you pin on your next rank in the Army Reserve.

(Pendleton is the S-2/S-3 for the 489th Civil Affairs Battalion, Knoxville, Tenn. He was the operations officer for the Officer Transition Team, Officer Personnel Management Directorate, AR-PERSCOM, when he wrote the article.)

Mailcall

Q *Do you think Congress should suspend the Mobilization Income Insurance Program and why.*

Very few people have elected to use the mob income product. But for those of us who have, it is critical to our financial security in the event we are activated. If the program didn't exist, that would definitely play a part in a future decision concerning reenlistment. Some of the very people who use this program for legitimate purposes are the same individuals with unique specialties that you find hard to retain in the Reserve.

If you were to survey the mob insurance enrollees, I think you would find the majority of them to be in higher end technical or professional specialties (i.e, doctors, nurses, lawyers, accountants, etc.). It is this group of Reservists who suffered the most coming out of Desert Storm and brought about the mob insurance product to begin with.

Currently, the program is suffering from start-up abuses that are inherent during this period (i.e., enrollment by those who are pending or anticipate activation). The program needs to be able to reach actuarial maturity. This is an insurance product. If administered accordingly it can work.

Those of us who buy the product know the $12.20 per $1,000 unit cost is not cheap. Congress should immediately implement a mandatory one-year period of premiums paid per member, but no claim can be submitted for any activation within the first 12-month period. This would eliminate the casual or "hedging" enrollee to some extent.

Sgt. Mike Terrell
Tampa, Fla.

• •

Congress should *not* suspend the Mobilization Income Insurance Program.

The insurance program is the only reason I have not resigned my commission. As a self-employed professional, my monthly overhead far exceeds any income I would receive if mobilized. Even with the maximum insurance now available, I would face severe financial hardships in the event of mobilization. Without the insurance, bankruptcy would be inevitable.

The Soldiers' and Sailors' Relief Act is unable to provide enough relief to a self-employed professional. For proof, you have to look no further than Desert Storm/Desert Shield. Numerous colleagues lost businesses and suffered financial disaster.

However, it is obvious that some modifications are needed to improve the program. A perfect example is the National Flood Insurance Program. When a hurricane approaches your home you can not purchase flood insurance. An appropriate waiting period is enforced before any benefits are realized.

The Mobilization Income Insurance Program needs a similar waiting period. Six months to one year would keep soldiers from only signing up when mobilization is imminent. Even dental insurance companies have one-year waiting periods before major coverage is available. The program should be open for enrollment at any time. With a longer waiting period, this should not cause short-term problems. The program needs a national marketing plan to increase enrollment. Many units had no presentations at all. Since our unit had a commander-mandated presentation, nearly 100 percent of the professionals in our unit enrolled in the plan.

The Mobilization Income Insurance Program is a good program! It needs some fine tuning, but should not be suspended.

Maj. David Hildebrandt
Slidell, La.

• •

I strongly support the continuance and further promotion of the mobilization insurance program. I'm sure that there are many men and women in the Reserve and National Guard who would be severely impacted if their units were activated and they were away from their civilian jobs for an extended period of time. I am in the medical field and would lose a considerable portion of my income if I were required to deploy overseas.

Unless Congress is willing to adjust military salaries to match their civilian counterparts, the mobilization insurance program should continue. If Congress is somehow able to find funds to provide for their personal income increases, then there should be funds available or made available for the soldiers who willingly place their lives on the line in defense of this country.

Sgt. Jay Humphreys
Burlington, Mass.

• •

No, mobilization income insurance should not be suspended. But it definitely needs some revision.

Look at the number of people who suffered financial losses because of mobilization for the Gulf War and more recently for Bosnia. The majority of these people incurred losses either because of having no civilian jobs upon their return from duty, or because they had been self employed and their businesses had deteriorated during their absence.

What would have been the most beneficial to these people would have been some form of severance pay for an extended period of time that would have financially sustained their households upon their release from active duty. That means that they should receive full pay and allowances until suitable new employment could be secured, or they have been given sufficient time to rebuild their businesses.

In the corporate world, whenever valued career employees undergo the hardships associated with changes in their employment status, they are given "golden parachutes" which are designed to make the transition less painful. At the elite levels of senior management, it is not unusual for such packages to consist of multimillion dollar payouts.

By serving in our nation's military, we as soldiers provide a very valuable service that benefits our federal and local governments, our foreign allies, our corporations and the American general public. Why should we be treated any differently in terms of personal compensation than our counterparts working within corporate America?

Maj. Ralph Mitchell
Boston

• •

The Ready Reserve Mobilization Income Insurance Program should not be suspended. It is a very good "taking care of the soldier and family" type of program. for families. I am very disappointed that Congress and DoD are considering suspending the program.

If you pay for fire insurance on your home, and your home burns down, you expect the insurance company to cover you. You don't want the insurance company to suspend or terminate your coverage while your house is burning.

Although I have not been mobilized and most likely will not be mobilized in the near future, I still enjoy the peace of mind of having the mobilization income insurance. I pay a monthly premium of more than $42 and wonder what will happen to the money we have all paid into this fund. It will be very wrong if Congress and DoD suspend this program. Does anyone every consider soldier and family morale?

SFC Elwood Graham
Vienna, Austria

Clearly, the current program doesn't work as intended. Many were unaware of the existence of the program and others simply did not know enough about it to make an informed decision. It appears that a well-intentioned insurance program, combined with little marketing and lack of interest, proved financially disastrous for the government. Obviously, this is not the goal of any insurance.

It its current state, the program must be suspended because of a lack of interest and detrimental economics for the government. However, the spirit must remain alive. So many soldiers, enlisted and officers alike, suffer significant economic losses during mobilization.

Let's face it. The military won't make us financially rich. Likewise, soldiers should not be unnecessarily burdened for voluntarily serving their country. A viable insurance program is needed.

The question now becomes, what type of mobilization income insurance program should be created that will meet the needs of most soldiers as well as those needs of the government?

Spc. Juan Reyes
Campbell, Calif.

Congress should not suspend the mobilization income insurance program.

I strongly agree with Deborah Lee and the numerous concerns about low program enrollment. However, I believe Congress and the DoD were reactive when they enacted this program, and speculate that the risks and judgments associated with the program were not thoroughly investigated. Furthermore, Lee comments on numerous marketing problems, the initial hastened enrollment period, last minute premium rate approval and overall poor program communication.

I challenge Congress and the DoD to explore new opportunities or alternatives to resolve the current dilemma. If they take a proactive approach and look for solutions rather than excuses, the program can and should accomplish its initial goal. One possible solution is to have Reservists contribute to the program for a designated length of time (i.e., one year) before they receive benefits. This is only one example, and I encourage Congress and the DoD to explore other alternatives that will generate a win/win situation.

SSgt. James Vogel
St. Cloud, Minn.

Tell us what you think

Q: Should there be one APFT standard, eliminating current gender and age differences? Why?

Send letters to:
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Fax: (703) 696-3745

E-mail:
usarmag@pentagon-ocar1.army.mil

Include your full name, rank, hometown and daytime phone number. Letters may be edited.

No. Congress should not suspend one of the greatest benefits afforded Reserve Component soldiers.

Congress should revamp the particulars of the program to provide all soldiers with at least minimum coverage at a given rate. The SGLI coverage is a good example: soldiers are provided minimum coverage upon entering the military at a reasonable rate. The soldier can elect higher coverage with increased premiums.

This could work for the Reserve Mobilization Insurance Income Program, too. An automatic coverage for soldiers would create a greater chance for "self funding." The article on page 4 of the Summer 1997 issue of Army Reserve states that only 24,600 of the 900,000-member Selected Reserve currently participate in the program — far below the 40 percent anticipated. Nine hundred thousand participants automatically covered, even at minimum coverage, would create quite a pool of money.

I am currently mobilized for Operation Joint Endeavor/Guard stationed at Fort Benning, Ga. Without a doubt, the major topic of discussion is the RMIIP and the inadequate manner in which it was presented, which has resulted in poor participation.

To truly make this program work, Congress and the Department of Defense must encourage its revamping and consideration for those mobilized past and present. A guaranteed minimum automatic coverage (such as the $1,000 that is now offered to those entering the Reserve after Oct. 1, 1996) retroactive to the beginning of OJE/OJG should be part of the revamping.

During my mobilization for Operations Desert Shield/Desert Storm and OJE/OJG, I have witnessed soldiers suffer severely by financial woes. The RMIIP is a positive step for safeguarding soldiers who serve their country and ensure their return to family and civilian lives with as little difficulty as possible.

Congress and DoD are on the right track. I hope the program continues and affords all RC members the opportunity to maintain financial stability during periods of personal turmoil.

SFC Paul Blackwell
Fort Benning, Ga.

'Uniform' dislike

Why is the Army making the announced dress uniform change? Army green shade 489 is only a little darker than the Army green dress uniform AG344 it is replacing. With a mandatory replacement of Oct. 1, 1999, this essentially equates to a new uniform. Fine. Buying a new uniform does not bother me. It's like getting a new suit.

By my observations, the Army has essentially had the current uniform since the early 1960s, and should have replaced it years ago. It's a clunker. If we're going to get a new dress uniform shade, then let's get a new shade. A modest change like this, which is only distinguishable when the two uniforms are side by side, does not warrant requiring the entire force to purchase new uniforms. Let's either get a *new* uniform or keep the old one. This looks like pure indecision.

Personally, I believe the brownish-green jacket with tan trousers of the late World War II era was a top-notch uniform. Bold. American. Commanding.

Also, having a jacket and trousers which complement each other, but do not match, resolves the problem of maintaining separate sets of trousers: ones worn only with the jacket and ones worn as a Class B uniform.

Maj. John Cramond
Bettendorf, Iowa

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